

THE OHIO STATE UNIVERSITY
OFFICIAL PROCEEDINGS OF THE
ONE THOUSAND THREE HUNDRED AND FIFTY-FIRST MEETING
OF THE BOARD OF TRUSTEES

Columbus, Ohio, April 6, 1999

The Board of Trustees met at its regular monthly meeting on Friday, April 6, 1999, at the Ohio Agricultural Research and Development Center, Wooster, Ohio, pursuant to adjournment.

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Minutes of the last meeting were approved.

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The Chairman, Mr. Celeste, called the meeting of the Board of Trustees to order on April 6, 1999, at 10:55 a.m. He requested the Secretary to call the roll.

Present: Theodore S. Celeste, Chairman, Michael F. Colley, George A. Skestos, James F. Patterson, Daniel M. Slane, Robert M. Duncan, and Allyson Lowe. Fred L. Dailey, Director of the Ohio Department of Agriculture, was also in attendance.

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PRESIDENT'S REPORT

President William E. Kirwan:

Let me first express our appreciation to all of the people at OARDC and ATI for the extraordinary hospitality they have extended to us who are visiting this beautiful spot.

I had my first opportunity to visit OARDC this past summer when I came to participate in "Buy Ohio." That weekend I observed 20,000 people coming through this facility and I marveled at that time what it means to this region and to the State of Ohio. I am absolutely convinced that this is the finest facility of its kind in the United States, and we are going to hear a report from Bobby Moser in a few moments that will just further confirm that boast.

We also will have a chance to hear a report on OSU Extension from Bobby Moser and Keith Smith. I have said on many occasions around the state and at conferences nationally, that I believe Ohio State has the nation's best Extension service model. Indeed, I think all of you know that the expansion of the work that Extension is doing through outreach and engagement is one of the major priorities that I have announced for my administration. We will be looking to Extension to help us understand how we as a university can do more for our community.

We see an example of that already -- I'm so proud of and want to mention -- and it is the way Bobby Moser and his colleagues, as well as Daryl Siedentop in the College of Education, have stepped forward to help Governor Taft with his "Ohio Reads" initiative. Bobby and Daryl knew that the Governor was looking to find 20,000 volunteers in the state to help with reading and, armed with so many volunteers through 4-H and Extension, they have developed a pilot program to help with this reading tutoring. We will be piloting this in four sites and once the pilots are developed, we're going to unleash up to 10,000 volunteers across the state -- half of what Governor Taft was hoping to find in the entire state. This is just another example of the extraordinary spirit of outreach that exists within Extension.

Mr. Chairman and members of the Board, you will recall about a month ago, Ohio State University won an award from the Convention Center because of all we do to promote tourism in the City of Columbus and in Central Ohio. I saw a wonderful example of that a few weeks ago. The College of the Arts and the Department of Art hosted the National Council on Education for the Ceramic Arts national convention in Columbus last month. We brought 3,000 people into Columbus to participate in this scholarly conference to hear presentations and to see examples of ceramic art exhibitions. In this process, I was interested to learn that Ohio State's ceramic art program is the second oldest in the nation and is rated in the top five nationally as a specialty graduate program.

Speaking of rankings, the *U.S. News and World Report* issue ranking graduate programs just came out a few weeks ago, and there was a lot of good news for Ohio State. Our College of Education was ranked seventh in the nation, up from thirteenth the year before and third among all public universities. It is the top graduate education program in the Big Ten. Its programs of elementary and secondary education were ranked third in the nation among all universities and its vocational education program was ranked number one in the nation.

PRESIDENT'S REPORT (contd)

President Kirwan: (contd)

Other programs received high rankings: the College of Engineering was ranked twentieth in the nation, eleventh among all public institutions; the Fisher College of Business was ranked twenty-sixth in the nation, ninth among all public universities; the Law School, the program in dispute resolution, was ranked number one in the nation, tied with Harvard; Chemistry was ranked twentieth in the nation, tenth among all public universities; Physics was ranked twenty-fifth, fifteenth among all public universities; Political Science was ranked eighteenth in the nation, ninth among all public universities; Psychology was ranked twenty-sixth, fourteenth among all public universities; and Sociology was ranked twenty-first in the nation, twelfth among all public universities. So this shows that we really do have the basis of excellent programs to make this dream, this aspiration, this goal we have -- the 20/10 plan -- a reality.

We will be putting forth to the Board today, a request for the approval of a new Executive Dean for the Arts and Sciences. As you all know, Kermit Hall is leaving the University to take a position with North Carolina State University, and we will be bringing forward the name of Alan Goodridge, Dean of the College of Biological Sciences, to take on this new responsibility.

This past week, cellist YoYo Ma and the Mark Morris Dance Company performed at the Wexner Center for the Arts. We are one of only five cities to host this performance and the only city in the Midwest. This is another indication of the high regard the arts community has for the Wexner Center.

While many were enjoying YoYo Ma at Mershon Auditorium, 20,000 people filled the Schottenstein Center for the Rolling Stones. The choice between the Rolling Stones and YoYo Ma produced all kinds of conflicts within families, my own being a perfect example. In fact, Ginny Trethewey and her husband, Lee McCorkle, and Patty and I resolved this conflict in an interesting way. We went to dinner and then the two husbands went to YoYo Ma and our rocker wives went to see the Rolling Stones at the Schottenstein Center. It's just impressive to think the impact that Ohio State University is having on the sort of entertainment and cultural lives of people in Central Ohio.

This has been a month of several significant awards. Three of our faculty received prestigious Guggenheim Fellowships. We haven't gotten the full list of Guggenheim awards yet, there may, in fact, be additional awards at Ohio State, but we know of three. To have even three Guggenheims in one year places Ohio State in a very remarkable position. Normally there are not more than half a dozen schools in the country that have three Guggenheims in one year. The award winners were: Professor Robert Davis, Department of History, an early modern European historian with an interest in Renaissance history; Professor Joe Lynch, also of the Department of History, specializes in medieval social and political history; and Professor Richard Davis, Department of Near Eastern Languages and Cultures, has a special interest in Persian poetry.

In the College of Pharmacy, Professor Milap Nahata received the Research Achievement Award from the American Pharmaceutical Association for his work on dosage guidelines for the use of medication by children. And Marialice Bennett, Clinical Assistant Professor of Pharmacy, won the Daniel B. Smith Practice Excellence Award from the American Pharmaceutical Association for her work as a practitioner and an educator.

One of our graduates, Chris Wedge, won an Academy Award for Best Animated Short Film. A former student at the University's Advanced Computing Center for the

PRESIDENT'S REPORT (contd)

President Kirwan: (contd)

Arts and Design, Chris took home the Oscar for a seven-minute animated film called "Bunny."

I know this Board is particularly proud that student trustee Soraya Rofagha has won a 1999 Truman Scholarship. Soraya is one of about 70 undergraduates in the entire nation to receive this prestigious award which supports graduate study. She is an extraordinary young woman, and I regret that she is not here today to receive our congratulations. This work not only honors her for her excellent performance, but also brings recognition to the University. I think it has to be noted that Professor David Frantz, Department of English, has taken on a special responsibility for helping these bright young people compete in these prestigious competitions and we owe David a vote of thanks for the work he has done with Soraya.

Three Ohio State students have also won Goldwater Scholarships selected on the basis of academic merit from a field of more than 1,000 semifinalists. There are 304 winners in the nation, so to have three out of 304 is another mark of how distinguished our students are. Each of these winners receive \$7,500 per year. Our winners were: Bradley Blaser, a senior from Cuyahoga Falls, Ohio, majoring in molecular genetics; Matthew Dorsten, a senior physics major from Centerville, Ohio; and Ilya Finkler, a senior math major from Columbus.

Another indicator of the quality of our students is the announcement that five Ohio State students received the prestigious National Science Foundation Graduate Fellowship Award. Again, to have five students win this most prestigious science award from the National Science Foundation is remarkable. The winners were: James Baumgardner, a physics major with Russian and math minors -- also a former Goldwater Scholar -- from Worthington, Ohio; Ben Gelbart, a linguistics major from Newton Square, Pennsylvania; Teresa Hart, a civil engineer from Austin, Texas; Jennifer Russell, a mechanical engineer from Farmington Hills, Michigan; and Alycia Stigall, a paleontology major from Cincinnati.

Finally, Ohio State had the enormous honor of being represented in the Final Four of the NCAA Men's Basketball Championship. We are all very proud of the achievement of the team. I want to especially note the manner in which student athletes and coaches handled the national media attention over the past few weeks.

I am so proud, as I know all of you are, of their grace and perspective. They remind us of what is good about intercollegiate athletics. And, again, in Tampa and around the nation, Ohio State's loyal supporters turned out in huge numbers to root for the Buckeyes. What a way to initiate the Jerome Schottenstein Center with a Final Four banner for the Value City Arena!

Mr. Chairman, with top-rated academic programs, a destination place for world class performers, prestigious faculty and student awards, a number two ranking in football and a Sugar Bowl victory, and Final Four in basketball, I think we can say Ohio State is on a roll.

I would now like to turn the program over to Bob Moser, Vice President for Agricultural Administration and Dean of the College of Food, Agricultural, and Environmental Sciences, for a brief overview of the academic activities of OARDC and ATI, two units which have been on a roll for a long time and keep achieving ever higher levels of excellence.

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PRESENTATION ON OARDC AND ATI

Vice President Bob Moser:

Thank you, Dr. Kirwan. Mr. Chairman and members of the Board, it is my job this morning to give you an official welcome and to say how pleased we are to have you here. We're very proud of our program in Food, Agricultural, and Environmental Sciences and we're very proud of our facilities. We enjoy showing people that there are a lot of good things going on here in the area of research, Extension, and teaching activities. We want very much to have everyone see these facilities and become better acquainted with them.

I am going to keep my comments short about the programs here, because a couple of other people will be talking about them a little bit later. I do want to say that we have planned a lunch and because of our interactions on a daily basis with the community, we've invited the community in this area to join us for lunch. We have approximately 100 people that will be attending the luncheon and some of the community members are here at the meeting and will be recognized during lunch.

Immediately following lunch, we have planned a short tour and people will have a couple of options on what to see. The tour will last about an hour and will give you a better flavor of the research, teaching, and Extension activities that are ongoing here on a regular daily basis.

I'm pleased we have community folks with us today. As we operate our programs, we're all over the state and become very much involved in the community wherever we are located. We'll talk more about that later as we get into the OSU Extension presentation.

We have two facilities here that we want to talk about and I am very proud of these facilities. The Ohio Agricultural and Research Development Center (OARDC) located here is one of a kind; there is not another one like it. No one university has anything like it anywhere in the country. There are a couple that come close, but I'm going to say that there is not one. We are the one that people look at. It has been very productive for many, many years in terms of producing quality research and graduate training that comes out of this facility.

The Agricultural Technical Institute (ATI) is the number one agricultural technical institute in the country. We don't have official rankings like the President mentioned a minute ago, because our particular college and departments don't get ranked in those areas. But you could ask people around this country, "Who's got the best agricultural technical program in the country?" And ATI will always come to the top as being one of the best.

We have two individuals who will describe the facilities to you: 1) Skip Nault, Associate Vice President for Agricultural Administration and Interim Director of OARDC; and 2) Bill Anderson, Associate Dean of the College and Director of ATI. Skip --

Dr. Lowell R. Nault:

Thank you and welcome to all of you, especially you, Ted. This is a special place for you. Ted is a graduate of the College of Wooster, a four-year, well-known college and it is a companion to us here. We have a number of IS students, students from the College of Wooster who do their thesis research with our faculty here. So it's a real special treat to have Ted here.

PRESENTATION ON OARDC AND ATI (contd)

Dr. Nault: (contd)

As Bobby said, we are the biggest and we think the best off-campus agricultural experiment station in the country. We have approximately 500 employees, 70 faculty from seven academic units, primarily plant and animal sciences and natural resources. At any one time, especially during the summer, we have from 70-100 graduate students residing on this campus to conduct their research with faculty.

There are, as Bobby mentioned, some other good facilities out there. I'd say that Cornell would be second to us, and there is a New York agricultural experiment station. I'm a Cornell graduate so I can say that, but I spent a lot of time at the Geneva campus. I certainly think that we do have the best here.

I also would like to recognize that, not only do we have the OARDC and ATI campuses here in Wooster, but also the Northeast District Extension office for OSU Extension. I'd like to recognize Lee Ann Buras, currently the Acting District Director for Extension. So we really have three-in-one here on this campus.

I know that you're going to have a busy day today and we're looking forward to those of you who can join us on the tour to show you more about our outstanding programs. Bill --

Dr. William A. Anderson:

Thank you, Skip. Welcome, too, on behalf of all the faculty, staff, and students at ATI. The Agricultural Technical Institute is a very unique component of the College of Food, Agricultural, and Environmental Sciences. Our primary mission is to provide associate degrees in agriculture, horticulture, and engineering technologies. We also have efforts in providing some certificate programs, for example: fluid power. We also provide half of the baccalaureate degrees. Students can take the first half of their baccalaureate degree on this campus and then transfer to the Columbus campus and finish up their degree. We also have a significant workforce training effort underway.

President Kirwan, you were itemizing some of the quality factors regarding programs, and I'll ask that you add another to the list. Over the past six years, we have received, in partnership with industry, three Governor's Work Force Excellence awards on this campus for our efforts in that area. So we are very proud of that.

Yesterday we talked about the size of ATI. Not only is ATI the largest school of this kind in the entire country, but we're a very rapidly growing campus. Over the past six years, we have been the fastest growing campus in the OSU system, exceeding enrollment, the head count percentages of all the regional campuses, as well as the Columbus campus. Again, we're happy about that because that is very good news for employers who are trying to find graduates to support their programs for Ohio's and the country's number one industry. Jim Patterson, Fred Dailey, and others with an agriculture interest in this room know that it is difficult to find graduates for some of these jobs that are out there, and we help provide those jobs.

ATI is very fortunate to be located on the same campus as OARDC and OSU Extension. OARDC is a wonderful facility, probably the finest in the world that I know about. It does some creative research which our faculty are very happy to help disseminate through our programs. We are also glad to have the presence of OSU Extension, with a wonderful reputation nationwide, on this campus as well.

PRESENTATION ON OARDC AND ATI (contd)

Dr. Anderson: (contd)

Again, we thank you for choosing the Wooster campus for your meeting and invite you back again soon.

Vice President Moser:

Let me just summarize, because both of these individuals were a little bit modest in their presentation. Regarding Bill's graduates: we do a survey every year of all our graduates and within six months after graduation, 95 percent of ATI's graduates have jobs; and many of those in the horticulture areas are close to 100 percent. We are very proud of that.

There has been some very unique research that has been conducted here that has made a significant impact on the economic development of this state, not only in the agricultural community, but as it relates to communities where the agricultural industry is located. And so for that we're very pleased.

There is graduate education that goes on here. Because we have the two campuses and we have faculty located at both campuses, we do teach by distance education. There are classes probably going on right now or will soon be going on where a professor will be teaching from here and the students will be here, as well as on the Columbus campus and vice versa. Departments also have departmental meetings by distance technology.

As we start talking about OSU Extension, we'll get into talking about the satellites that we have located around the state and how we interconnect with one another with computers and the Internet system. So technology has been a part of this College for a long time. We're seeing opportunities where we can extend this beyond these two campuses to other parts of the state as it gets into distance education and the opportunities that it can provide.

On the east side of this campus will be a continuing education center that will be located between OARDC and ATI. Capital money was provided for that out of the last Capital bill, so we are in the process of designing that facility now. Hopefully before too long, we'll have state-of-the-art facilities for distance education. Not only education for credit, but also for non-credit where we can do a lot of in-service training for companies and businesses.

There are a lot of things we can talk about and what we're planning in the future, but this will give you just a little slice of the pie of what's going on here and how it interacts with the Columbus campus and the rest of the state. Thank you very much.

Mr. Celeste:

Great, thank you.

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OSU EXTENSION PRESENTATION

Vice President Bob Moser:

Let me introduce Keith Smith, Associate Vice President for Agriculture Administration and Director of OSU Extension. OSU Extension also has some bragging rights. I don't know if there's ever been an official ranking of OSU

OSU EXTENSION PRESENTATION (contd)

Vice President Bob Moser: (contd)

Extension, but I agree with what President Kirwan said a minute ago, and that is, if this is not the best extension service in the country, it is in the top five. There are a lot of indicators that would rank us in that particular area. Because of OSU Extension, OSU has a presence in every county in the state. There is more we can build on in the future, as we will talk about later. But let me just stop there and say that this is a program that has been functioning and effective and is making a difference out across this state, it has been for many years, and will continue. We are looking for opportunities to even broaden it beyond just our College, as we interact with other colleges at the University. So Keith, I'll turn it over to you.

Dr. Keith L. Smith: [Powerpoint presentation]

Thank you very much, Bobby. I would also like to thank the Board for the opportunity to tell you more about Extension and especially appreciate Jim Patterson encouraging the Board to hear this presentation. So thanks, Jim, for this opportunity.

What is Extension? It is many things. It includes work, not only with the farmers of Ohio -- we are very proud of that and that's where our roots come from -- but also with youth and adults, other than those located on farms. It is individuals located in cities and in the country, it is all of the citizens of Ohio, all 11 million people. We touch them through our various programs that we'll talk about in a minute.

I thought it would be good to talk a little bit about the organization. Just to show you on the map, we have five districts of Extension throughout the state. As it was already mentioned, the Northeast District is located here on the campus of OARDC, and we're extremely happy about that relationship that we have with the Ohio Agricultural Research and Development Center and the Agricultural Technical Institute as well.

We have approximately 1,400 people in Extension, that's about 1,100 FTE's. A lot of our positions are joint appointments between OARDC and also academic programs on the Columbus campus. Then we have other people that have part-time appointments.

As Bobby mentioned, we are located in all 88 counties in Ohio, and we are also located now on the Regional Campuses. We are happy to report that our Allen County office will be moving in on the Lima campus. We are also located at the Marion campus through the Alber Center and we provided much of the funding for the Center. We're also at Mansfield, where we helped support the outreach portion of what they're trying to do with their enterprise center. So we're involved in a number of the Regional Campuses, we're involved with 13 colleges, and 30 departments across the University through our OSU Cares program, which I'll talk about in a minute.

I thought we should talk a little bit about the funding, because some of you might not be aware of that situation. In the funding area: we get 43 percent of our funding from the state legislature; 19 percent from the federal; 28 percent from the county; and 10 percent from other sources, namely grants and gifts. This grants and gifts area has really increased over the last year. If we were to go back five years, it would be 2-3 percent and now it is 10 percent. A lot of our faculty are really pushing to bring grants into Extension to make up for this federal partner. The federal partner about ten years ago would have been 35-38 percent of our budget. But now as you can see, it's down to 19 percent. This is happening across the

OSU EXTENSION PRESENTATION (contd)

Dr. Smith: (contd)

country. The federal partner just hasn't come through, but happily our state partner has and so has the county.

To show you where we spend the money, for the 1999 budget, 78 percent of our money goes to salary and fringes. Now you may think that is quite a bit, but that is really less than most of the other extension organizations across the country. In North Carolina, they spend 85-90 percent of their dollars on salary and fringes. We have elected to have more flexibility. This is a philosophy that Bobby started when he was Director and I was Associate Director. Our philosophy is that we hold salaries at 80 percent or less and we don't get above that. So the people that we hire into the organization we hold at that point, not to get above, and when we reach that point we say, "We'll back off and watch as far as the hiring in the organization."

To do what? Well, that 10 percent that you see up on the board we use as flexibility. We have innovative grants, we have cluster grants, and we have specialization dollars that we provide to the people in our organization. We've had \$100,000 for innovative grants that we supplied to our people for creative ideas that they submit to us and we fund. We believe this has paid off, and as Bobby mentioned, "Are we number one?" Well, there are some indications that might signify we are up there in the top strata.

If we were to take our 4-H agents that attended a national convention this last year -- along with a thousand agents from across the United States -- we had more refereed presentations at that convention than any other state. As a matter of fact, we had more than the next five states. Also at our Family Consumer Science Convention, we were the top state in refereed presentations. Our Agricultural and Natural Resource agents, the last two years running in the United States, were at the top as far as refereed presentations. In *The Journal of Extension*, our premier refereed journal that we have in Extension, Ohio has been at the top as far as papers that have been received to that journal for the last five years running.

So there are a number of indicators in the total amount of our budget. We have a \$58 million budget, with 1,400 people in the organization. If you look across the country, we would be one of the top organizations in the country by those criteria. Now, are we sitting on our laurels? No. There are a number of things that we want to do to even improve more and to reach across the campus, as the President has already indicated.

Just to show you where our projected funding is going, we are still concerned about what's going on with the federal budget. As you can see, overall it shows a decrease in the formula funds -- that's the regular funding that we get from the feds -- but it has shown an increase on the competitive funding side. Bobby is on the National FY 2000 Budget Committee -- as a matter of fact, he heads it up -- and is trying to get those formula funds back. We appreciate that he is trying to get that base funding back for Extension.

In the State of Ohio, our funding for 1999 was right around \$24 million. We've asked the legislature for an increase of \$3.6 million for 2000 and \$2.6 million on top of that for 2001. We're very hopeful that the legislature will come through for that. We have been very pleased with the way the legislature has responded in the past, and we have received very good increases in the past two bienniums.

Do our counties support us as well? As I said, we receive some funding from the federal, state, and county. For the last three years running, we have had over 5 percent increases from our counties as well. In the 58 counties reporting this year,

OSU EXTENSION PRESENTATION (contd)

Dr. Smith: (contd)

we have a 5.07 percent increase overall throughout the state. But I am happy to report that there are counties like Ashtabula County with a 14 percent increase over last year. So we're feeling very good about that.

Onto the things that really matter. Our mission is to help people improve their lives through an educational process using scientific knowledge focused on identified issues and needs. You will find a copy of our mission and vision statement at your places. What does that mean? We are first and foremost educators. As Roy Kottman used to say, "We are first and foremost teachers," and we have not backed off from that statement. We take research-based information from our good partner here at OARDC, and across the rest of the campus, and take it out to the people in Ohio. We then ask them, through advisory committees, "What do you need out in the county?" We have this good information coming from the state, "What are your needs out in the county?" Every one of our counties have these advisory committees that say these are the kinds of things that we need. So if I could quote Brower, "Education for reality." Namely, ivory tower coming together with the grass roots for education, for the reality of deciding what that particular county needs -- that is the way Extension operates.

Our vision is to become the premier educational network. What does that mean? We have four program areas and I will go quickly through each one of these. The Agricultural and Natural Resources area is our roots, this is where we come from. We're not going to leave that at all; it is our bread and butter. Just to show you, here is Larry Lotz, one of our top agents, in a field in Fayette County. He is working with the GPS, Global Positioning System, where we can determine just exactly the yield that is going on in a particular field and exactly where that yield is happening. How does that help us? Well, next year when we want to fertilize that field we know where to put more fertilizer or less fertilizer. That's an environmentally safe situation, with good impact on the environment and we're doing this through global positioning.

You see up here, "\$3.8 million saved as a result of the C.O.R.N. -- *Crop Observation and Recommendation Network -- Newsletter*." Let me explain. We've established teams in the College of Food, Agricultural, and Environmental Sciences, you've heard Bobby talk about this before. In the Agricultural and Natural Resources area, we have established 20 teams now -- for example, a swine team, beef team, grazing team, and small fruits and large fruits teams. All of these types of teams have come together in the agriculture area with specialized agents out in the field, district specialists and state specialists, working together to meet the needs of people out in the state.

For the C.O.R.N. *Newsletter*, our agronomy team, Greg LaBarge and Ray Wells, bring these teams together on Monday mornings, along with our state specialists like Pat Lipps in plant pathology, and they talk about what is going on out in the state. All of these agents report in via teleconference about what they are seeing with the wheat crop, with the corn crop, etc. This is then brought together in the newsletter. That afternoon, it goes out to all of our Agricultural and Natural Resources agents, and even some of our farmers who request it. Farmers like Tim Hartsock down in Chillicothe, who has 4,500 acres: 2,000 acres of corn, 2,000 acres of soybeans, and 500 acres of wheat. He has that information each Monday afternoon, and it tells him exactly what is going on with the crops. He says this is where Extension needs to be. This is cutting-edge information.

OSU EXTENSION PRESENTATION (contd)

Dr. Smith: (contd)

We sent a survey out last year to these farmers asking, "Did we help you at all? Did we save you anything on pesticide and herbicide application?" They told us that we saved them \$3.8 million due to fewer pesticide and herbicide applications.

We're not only out on the 70,000 farms throughout the State of Ohio, but also in the cities. In 1998, 55 acres of vacant city land, in seven of our urban cities, were cultivated as urban gardens for an estimated harvested value of \$1.65 million. So in the area of Agricultural and Natural Resources, we are "from gate to plate."

In another "bread and butter" program, 4-H and Youth -- President Kirwan mentioned this and how we're trying to partner with the Governor. We now have 230,000 youth in 4-H throughout the state. Some counties, like Noble County, have 60 percent of the kids, ages 9-19, involved in 4-H. Throughout the state, there are 32,000 volunteers involved in 4-H programs, out of a total of 55,000 volunteers all together with our other programs.

What do we want to do? Well, I challenged the Extension administrative cabinet to come up with goals. For this purpose, I referred to a wonderful article from *Harvard Business Review*, which established the acronym "BHAG" -- Big Hairy Audacious Goals. Our 4-H leader took that BHAG challenge, and he said by the year 2002 our goal will be to increase 4-H enrollment in the state to 500,000 -- half a million kids. That will mean 70,000 volunteers. So, Mr. President, we're going to have even more volunteers available and we're moving toward that goal.

We have doubled the agents in Dayton and we are considering doing that in Franklin County in the very near future. The Metro Parks in Cleveland have partnered with us. Bobby, I haven't even told you this, we have just received funding from Sherwin Williams. So we have Sherwin Williams, plus the Metro Parks in Cleveland, where we will put more 4-H agents. Where we're going to double is in the urban centers, and we're going to bring those kids in. If the 4-H program is good for these kids in the rural centers, it will be good for them in the cities as well.

We mentioned, and the President has already mentioned, the Ohio Reads program. We're partnering with the Governor and we've gotten the program established. We already had a literacy program in many of our clubs throughout Ohio. We're happy about that and we sent out an E-mail to address all of our county offices with the question, "Are you interested in partnering with the Governor?" We got those pilot programs that fast, Mr. President, so we're clicking in that regard.

Next, is our Community Development area. As Bobby and Fred know, our CD people helped with the land use team in the Governor's office and provided much input there. We continue to have programs throughout the state in land use planning because we believe this is very critical for the future. Retention and expansion programs are also a trademark of community development. You've probably heard about some of those programs, as well as retaining businesses and expanding businesses. We especially have those in our rural communities.

We are a very active partner with the Campus Collaborative as well. We have a faculty member assigned to help with that, along with two Extension associates.

In the area of Family and Consumer Sciences, our FNP -- Food and Nutrition Program -- is one of the grants that I was talking about. Marilyn Spiegel, Assistant Director of Family and Consumer Sciences, went after a \$1.9 million grant. With that grant, these are the types of people we help: 104,099 food stamp recipients

OSU EXTENSION PRESENTATION (contd)

Dr. Smith: (contd)

in 71 counties were helped last year to get them off food stamps and to eat more nutritionally. Also noted on the bottom is our FNET program which graduated 9,362 families. If you multiply that by four or five individuals per family, we're talking 40,000 to 50,000 people that were helped with our expanded Food and Nutrition Program through Family and Consumer Sciences.

What else are we involved in? We are also in the area of leadership. As Ed Ray and President Kirwan know, we are working with a grant through Kellogg on New Age Leadership, leadership for change. We have established a Leadership Center within Extension where you can check out leadership books, video tapes, etc. It's a very nice facility, come over and visit us, we'd love to have you. With that Leadership Center, we're pushing this Kellogg project -- which is in Phase I, soon to be in Phase II -- and we're going to go after seven digit dollars to help us carry this leadership project across campus for changed leadership, new age leadership.

We are also involved in the Outreach and Engagement Council as a permanent member. I sit on that Council and we are a very integral part, as the President already suggested. President Kirwan said today -- and I was pleased that he mentioned that again -- that he is committed to the land grant principles and traditions, to the outreach commitment that he has, and that Extension will play an integral part.

A couple of other things to mention quickly. The OSU Cares project -- The Ohio State University Community Access to Resources and Educational Services -- is where we are partnering with 13 colleges and 30 departments across campus by providing mini-grants. The President's and Provost's Offices have matched funds from Extension and we're offering these mini-grants. Mr. President, one of those mini-grants was to help with the East of High Project, where we actually offered employment training and then employment positions for these people. Two of those people ended up in positions at Ohio State University that went through the first class. Twelve people went through the first class, ten of them are now employed and two of them look like they will soon be employed. OSU Cares. What are the needs of people out in the state and how can the campus respond to those needs? This is what we're trying to do through OSU Cares.

We have a partnership with Medicine -- a joint position -- where we're working on cancer prevention. The Roads Scholar Tours -- Extension has been heavily involved with that and has provided the sites for some of those visits with the Roads Scholars. We're pleased to do that and will do so in the future. Family/Children First Initiative -- a new thing that we're involved with. You've heard of the Governor's Family First Initiative -- Extension has been there, been involved. Ten individuals have been hired from Human Services and given to Extension. We put them in our offices and they collaborate activities on the county-level for these agencies that are involved in helping families. Welfare reform -- we've already met with Jim Mermis from downtown and Gaye Gilbert, and we've been talking about how Extension can be involved in welfare reform.

Publications -- there are a 1,000 hits per day on the Ohio web site. Our CD rom disk, has 7,000 topics that you can pull off and it's not full yet. You have been given a copy of the CD rom disk, so please check it out, use it, look at it, and give us suggestions for anything that we might want to improve. We've also included a pamphlet that's entitled "Extension's Here for You." I've already mentioned our mission and vision statement. There are over a million publications ordered yearly from our Extension offices out in the state and on the campus.

OSU EXTENSION PRESENTATION (contd)

Dr. Smith: (contd)

Is Extension going to be here in the future? I hope so. The President's counting on us, Bobby's counting on us, OARDC and ATI want us around, so we want to be here. Fred, we want to be partnering with you as well and with our commodity groups that have encouraged us and feel very good about us. So we hope we are.

Vice President Moser:

Thank you, Keith, that was excellent. Very quickly, let me just summarize a couple of comments. First of all, what you just saw described this morning is a land grant model as it was intended -- teaching, research, and Extension. The research develops the new technology, the new discoveries. Extension then takes that new information out to the people across this state and helps them implement it wherever it is. Whether it is an individual, a family, a community, a farm, a business, or wherever it might be. While they are there, they learn about more problems and more questions. They then bring that back to the research program and new research is done, new information is generated, and the cycle then just continues. It has been going on for many years, and we have broadened that beyond just the agricultural sector into other areas, such as youth and families and communities as Keith described.

The model works regardless if it is a rural or an urban community. What we're saying to the rest of the University -- Keith has described some of those partnerships that we already have with other colleges, and Ohio Reads and the partnership with Education are prime examples, the network is already there -- is that we can address some of these problems, but we can't address them all. That's where we need help from other colleges. We're saying join with us in a partnership way, to really make a difference out across this state. Ohio State can make a tremendous impact on this state if we will just join together in a partnership way to make something like this happen.

I tell people, you can know everything that you want to know with one of those little CD disks right there. Everything we've got goes on there. It's up on the web, you can get it off the web; there are 7,000 documents right now and we'll add to it. Our agents use this in the field. They take it with them, and they can pull documents down, copy it off, give it to whoever they're talking to, and it's an immediate response to questions about particular topics. We can add to that as we go into the future.

Also I want to say a big thank you to the Agricultural Affairs Committee. Many of you have served on the Agricultural Affairs Committee, and I appreciate that very much. Right now, Dan Slane is chairing that committee, and Jim Patterson and Director Dailey are the other members. It has been excellent to have those individuals to counsel with, to give advice to, and to help us direct our programs in the right way.

I want to say a special thank you to Director Dailey. We have had an excellent working relationship with the Department of Agriculture. That is not true in every state -- Fred knows that -- but it is true here in Ohio. I am very pleased with that. We have worked together in a lot of different ways to really make it happen.

The bottom line -- and simply put what we're all about and what we do in these programs -- is to enhance the quality of life for the people of this state. And we think we're making a difference in some areas. Thank you very much.

OSU EXTENSION PRESENTATION (contd)

Mr. Celeste:

Thank you very much, Keith, John, Skip, and Bill. Thank you all very much for making these presentations, we really appreciate it. Since we're running late, perhaps we can talk about these during lunch.

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PRESENTATION ON THE LANDSCAPE DISTRICT PLAN

Vice President Janet Ashe:

This morning we are presenting the draft of the University's Sixth District Plan undertaken as part of the Master Planning process, first approved by the Board in October 1995. The draft plan focuses on all outdoor spaces which detail guidelines for the academic core, the campus edges and gateways, and more general recommendations for other campus areas. I'd emphasize, again, that the report is a draft. We welcome your questions and comments so that we may incorporate them into the draft and bring to you in a month, if acceptable, a final document.

I have with me today Laura Shinn, Campus Planner in the University Planning and Architect's office, and John Lawter, University Landscape Architect in Physical Facilities. So I will turn it over to the two of them.

Mr. John Lawter: [Powerpoint presentation]

Thank you, Mr. Chairman, President Kirwan, and members of the Board. President Kirwan, your enthusiasm for the University was obvious when you were giving your report, and certainly Dr. Moser and his team added to that enthusiasm. We are certainly proud to be here to present a synopsis of the plan which we feel is going to make the University an even better place.

As you may recall, and Janet mentioned, on October 6, 1995, this Board adopted the first two volumes of the Campus Master Plan to act as a guide for the physical development of the University for the next 30-50 years. Volume I, the Long-Range Concept Plan, addressed campus-wide issues relative to land use, density, open space, circulation, and the physical relationship to the surrounding community. This being an enormous and complex task, as you can imagine, subsequent district plans were developed and approved to study specific areas of the campus in greater detail.

Throughout the Master Plan process, the preservation and enhancement of open or what was called, "green space system" has been identified as a primary objective. Because of the importance of this open space to the campus fabric, the University determined that the campus landscape should be treated as a separate district plan, building on the previous district plans before it. The Landscape Master Plan, which you've seen, or Volume VIII of the Campus Master Plan, contains analysis and recommendations for the treatment of all exterior campus space.

Ms. Laura Shinn:

The Landscape Master Plan followed the same process as all of the district plans, under the guidance of a planning team, with core members who represented a wide variety of interests across campus, and a set of stake holders who gave us special expertise and interest in the campus landscape and its maintenance.

PRESENTATION ON THE LANDSCAPE DISTRICT PLAN (contd)

Mr. Lawter:

This slide illustrates the limits of the study area for the plan. The focus is on the academic core, due to the existing and proposed densities that are occurring, and the campus perimeter, but its principles can be applied to many other areas of the campus. These are the goals and principles that were taken directly from the long-range concept plan that we will discuss and what the Landscape Master Plan further articulates. They are to conserve and enhance the natural and man-made resources, to integrate and unify the campus development fabric, to improve and enhance the campus environment, and to strengthen linkages with the community.

Ms. Shinn:

Each of these goals is supported by several objectives. The four objectives under the first goal are: to assess the extent and condition of the urban forest; to preserve and enhance memorable outdoor spaces; to preserve natural features; and to ensure the sustainability of proposed plant materials. The Columbus campus in this case, probably the Wooster campus as well, is blessed with a mature tree canopy. This is an asset that should be preserved and nurtured and the Landscape Master Plan provides guidelines for this. It also provides recommendations for maintaining those wonderful outdoor spaces, those memorable spaces that really are the heart of the Columbus campus, including the Oval and Mirror Lake Hollow, as shown in this slide.

We're also lucky in Columbus to have a great natural asset -- the Olentangy River. Unfortunately, we haven't always taken advantage of this asset, but the Landscape Master Plan does provide recommendations for how to really integrate this river into the heart of campus.

Mr. Lawter:

Goal number two is supported by five major objectives. They are: identifying and organizing the wide variety of campus spaces; creating and improving linkages between the different areas of the green reserve; creating and improving the pedestrian connections; unifying the campus through site design standards; and to assess and simplify our existing site maintenance procedures.

This slide illustrates one example of a major pedestrian connection to the Oval between Derby and Hopkins Halls. This is the existing view looking towards the Oval. This is the same view showing the renovations that are part of a project that will actually be constructed this summer. From this sketch, you can see some of the Master Plan-influenced improvements related to pedestrian safety at the crosswalks, opening important vistas, and pavement design.

Ms. Shinn:

Six objectives support goal number three. These include: creating a variety of memorable outdoor spaces across the campus to augment those that we already have; to provide teaching, research, and public service opportunities in the landscape; to identify and enhance significant views; to identify opportunities for art in the landscape; to provide safe, efficient, and attractive circulation for all modes of transportation; and to make the campus accessible to everyone.

This is an example of a view of a landmark building that has been somewhat obscured by the landscape. Such vistas could be greatly enhanced with proper selection, placement, and pruning of landscape materials.

PRESENTATION ON THE LANDSCAPE DISTRICT PLAN (contd)

Ms. Shinn: (contd)

This is one of many examples across campus of art in the landscape. The Master Plan also provides other examples and opportunities for that, as well as ways that the landscape itself can become a work of art.

This is an example of a very crowded intersection and the conflicts which frequently occur at this intersection. On the Columbus campus, we have quite a bit of unusual pedestrian traffic -- tour groups, ROTC cadets out for their morning jog, buses, bicycles, and numerous, numerous students. The Landscape Master Plan provides guidelines for how to improve these intersections in terms of attractiveness and safety.

Mr. Lawter:

Goal number four is supported by four objectives. They are: to enhance the views into and out of the campus; to provide convenient and attractive pedestrian and bicycle routes through the campus; to define the campus as a destination through gateways, entries, and edge treatments; and to encourage the ease of way-finding into and through campus by landscape design. The entry points into campus have been categorized into six types that are identified on what we call the Gateway Plan shown here. We are calling them architectural, historical, and green gateways; rural and scientific and technology gateways; and entry parkways. This is an entrance into campus from Upper Arlington along Lane Avenue, which is a major gateway. It's also an example of a rural entry into the campus and good illustration of where we can make some improvements.

Ms. Shinn:

There are five major components of the Landscape Master Plan: the framework, the recommendations and guidelines, vegetation analysis and recommendations, landscape improvement projects, and a series of technical guidelines.

The framework of the Landscape Master Plan consists of four graphic diagrams and their accompanying text which explains them. The first of these four diagrams is the Campus Land Use and Cross Campus Connectors diagram. This illustrates the existing land use areas as identified within the Academic Core North Plan and previous Master Plan documents, as well as the spaces of the green reserve. That was identified as an important use in those previous documents. What this diagram does is take that one step further by identifying where connections need to be made between those areas. Some of these connections already exist in some form -- however they could be enhanced or clarified -- other connections are completely new ideas.

The Special Hierarchies and Organization diagram takes every space on campus and identifies it and categorizes it by use -- is it active or passive recreation -- and also by character -- is it an urban space, is it a lot of hard surfaces, is it more open, is it soft surfaces, is it enclosed by buildings. It takes every space on campus and gives it a category. These categories were then explained in the text. The text also gives recommendations for how to create such spaces, how to maintain them, where they exist, and also how to enhance them.

Mr. Lawter:

The Vision Plan diagram, shown here, graphically portrays the recommendations of the Landscape Master Plan. This drawing is conceptual in nature and only

PRESENTATION ON THE LANDSCAPE DISTRICT PLAN (contd)

Mr. Lawter: (contd)

illustrates one of the many possible designs for each significant exterior space on campus.

The Campus Master Plan Refinements diagram, shown here, illustrates the modifications we are proposing to the long-range concept plan in previous district plans. These revisions are proposed to strengthen the open space system. The modifications are explained in detail in the text.

Ms. Shinn:

There are two categories of recommendations within the Landscape Master Plan. One is a series of campus-wide general recommendations, which can be applied both to the study area and to areas outside of the study. There are also a series of detailed, site development guidelines provided.

Some examples of the campus-wide recommendations include: a process for the review of all site projects; guidelines for material selection such as paving materials, and maintenance procedures; and art and memorial opportunities. This diagram illustrates the many opportunities for the rich history and tradition of the University to come alive on the Columbus campus.

A series of detailed design guidelines are provided for eighteen sectors of the campus, which were identified in the Academic Core North Plan. Three additional areas have been added: the North Residence Halls, the South Residence Halls, and the campus edges.

Mr. Lawter:

When we speak of the landscape on our campus, we must also naturally speak about plant material. Analysis and recommendations concerning plant material are shown in the plan and are contained in the vegetation analysis portion of the report. This includes: a tree inventory; a soil sampling analysis and general bore culture recommendations; and the ecological zones and urban forest plan, shown here. This plan shows the ecological zones and the limits of the urban forest, and builds on the types of plants that exist or occur naturally in them. This graphic and the accompanying recommendations, provide guidance for future landscape planning in the study area.

Ms. Shinn:

Landscape development on the Columbus campus has typically been achieved through building construction projects. The Landscape Master Plan recommends that landscape projects should have separate consideration in their own right. It provides a list of freestanding landscape projects, prioritized. These would be projects that could be funded through capital budgets, but they also represent excellent donor opportunities. The costs associated with these are outlined in the technical appendix.

One example of such a project is the north green, which is illustrated here. This is a new pedestrian connection from the north dorms through the Oval to the south dorms. This is a combination of hardscape and softscape so it becomes both a green connection as well as a physical connection. Another example is the river of trees which is shown in the bottom of this slide just above the row of buildings.

PRESENTATION ON THE LANDSCAPE DISTRICT PLAN (contd)

Ms. Shinn: (contd)

That's a connection from Mirror Lake Hollow to the river. It's both a physical connection and a natural connection, in that it takes plants from both of the unique ecosystems of the river and the hollow and mixes them and makes the transition from one to the other.

A final and very popular possibility for a freestanding project would be the restoration of the Oval. This would involve both the Oval itself with turf grasses and plant materials, as well as a strengthening to the edge. As illustrated here, it would be a matter of recreating the idea of a street which would still be predominantly for pedestrians and bicycles, but could be opened on special occasions and, of course, always available for service and emergency vehicles.

Mr. Lawter:

Technical standards, such as site construction details and specifications, site furnishing standards, and recommended plant material maintenance practices are contained in a separate appendix. This appendix is intended to be a flexible tool that can be incorporated into the University design standards and updated as practices and standards improve. As such, it is not being proposed for approval for this Board, but is available for review and comment.

This concludes our presentation. We've thrown a lot of information out there we know. If you have any questions, we would be happy to answer them at this time.

Mr. Celeste:

We really appreciate both of you making this presentation. Are there any questions from the members of the Board? I know we'll have a chance to take a look at it and have another opportunity for comments.

Mr. Colley:

I was here in 1993 when you started this project. I read it cover to cover this past weekend and it is extraordinary. I just want to commend you for your excellent presentation today.

Mr. Lawter:

Thank you.

Ms. Shinn:

Thank you.

Mr. Celeste:

Thank you both very much.

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CONSENT AGENDA

President Kirwan:

Thank you, Mr. Chairman. We have ten items to present to the Board for approval today. Unless there are any objections, I would like to recommend the following resolutions on the consent agenda:

THE OHIO STATE UNIVERSITY - LIMA BOARD APPOINTMENT

Resolution No. 99-103

Synopsis: Approval of a nominee to The Ohio State University-Lima Campus Board is proposed.

WHEREAS the Board of Trustees on July 8, 1994, approved the establishment of The Ohio State University-Lima Board; and

WHEREAS it has been previously stipulated that "the board shall be composed of eleven members appointed by The Ohio State University Board of Trustees in consultation with the president of the university" (one member of the board shall be a member of the university board of trustees; nine members shall be private citizens; and one member shall be a student); and

WHEREAS the following named person has been nominated and selected for appointment to The Ohio State University-Lima Board for the term as specified:

Student Member

| <u>Name</u> | <u>Term of Appointment</u> |
|--------------------|----------------------------|
| Matthew J. Buckley | 1 year |

NOW THEREFORE

BE IT RESOLVED, That the foregoing nominee be approved as members of The Ohio State University-Lima Board, effective July 1, 1998.

CHANGE IN NAME OF DEGREE

Resolution No. 99-104

WHEREAS the Department of Civil and Environmental Engineering and Geodetic Science currently offers an undergraduate major in surveying leading to a Bachelor of Science in Surveying; and

WHEREAS the name "surveying" as currently perceived no longer accurately represents the content of the degree program; and

WHEREAS "geomatics" is the discipline name now reflecting the study and practice of dealing with spatial data and information in such areas as surveying, geodesy, photogrammetry, mapping, cartography, and global information systems; and

WHEREAS the department has consulted with students, faculty, its industrial advisory board, and external professional associations; and

WHEREAS the Council on Academic Affairs discussed and approved at its February 3, 1999 meeting, the establishment of an honors program and revision to the undergraduate major in Geomatics Engineering; and

WHEREAS the proposed change was approved by the University Senate at its March 6, 1999 meeting:

CHANGE IN NAME OF DEGREE (contd)

NOW THEREFORE

BE IT RESOLVED, That the Bachelor of Science in Surveying be renamed the Bachelor of Science in Geomatics Engineering, effective with graduation in Spring Quarter 1999.

CREATION OF A DEPARTMENT OF ORTHOPAEDICS

Resolution No. 99-105

WHEREAS the proposal will elevate to departmental status the Division of Orthopaedics, which has held divisional status in the Department of Surgery since its inception in 1954, thus granting it a status enjoyed by over 87 percent of all orthopaedics units in the United States; and

WHEREAS the mode of clinical practice, rapid developments in medical technology, delivery trends in orthopaedics services, and changes in medical education combine to differentiate the scholarly, research, teaching, and clinical work of the proposed Department of Orthopaedics from those of the Department of Surgery; and

WHEREAS the proposed department supports the mission of the University through its clinical service to the public by the evaluation, treatment, prevention, and study of musculoskeletal deformities, injury, pain, and disability; and

WHEREAS the proposed department has the overwhelming support of the Department of Surgery and the Faculty Council, the Council of Chairs, and the Dean of the College of Medicine and Public Health; and

WHEREAS the proposed department has the enthusiastic support of orthopaedic surgery residents; and

WHEREAS the proposal satisfies the guidelines for establishment of an academic department and the "Requirements of Efficiency," which articulate standards for faculty, funding, and direct instruction of students; and

WHEREAS the proposed department has secured the space necessary for its operations and accounted for funding through its own clinical revenues; and

WHEREAS the proposed Department of Orthopaedics was discussed and approved by the Council on Academic Affairs on February 3, 1999, and by the University Senate at its March 6, 1999 meeting:

NOW THEREFORE

BE IT RESOLVED, That the creation of a Department of Orthopaedics is hereby approved, effective immediately.

AMENDMENTS TO THE RULES OF THE UNIVERSITY FACULTY

Resolution No. 99-106

Synopsis: Approval of the following amendments to the Rules of the University Faculty are recommended.

AMENDMENTS TO THE RULES OF THE UNIVERSITY FACULTY (contd)

WHEREAS the University Senate pursuant to rule 3335-1-09 of the Administrative Code is authorized to recommend through the President to the Board of Trustees the adoption of amendments to the Rules of the University Faculty as approved by the University Senate; and

WHEREAS the proposed changes in the Rules of the University Faculty were approved by the University Senate on March 6, 1999:

Amended Rules

3335-5-37 Membership.

There shall be a university senate, a unicameral body constituted as follows:

- (A) Unchanged.
- (B) Non-voting members: senate members not entitled to vote on the floor of the senate, but otherwise to participate in all senate deliberations, shall include the chair of faculty council (if not a member of the senate), the president of the alumni association, the secretary of the university senate, the president of the freshman senate, the president of the undergraduate student government, ~~the vice president of the undergraduate student government~~, the president of the council of graduate students, and the president of the inter-professional council, and the chair of the university staff advisory committee. (B/T 7/7/72, B/T 6/14/74, B/T 7/9/76, B/T 7/22/77, B/T 7/20/79, B/T 2/3/84, B/T 2/7/86, B/T 2/1/91, B/T 4/7/95, B/T 5/3/96, B/T 8/1/97, B/T 12/4/98, B/T 4/6/99)

NOW THEREFORE

BE IT RESOLVED, That the foregoing amendments to the Rules of the University Faculty be adopted as recommended by the University Senate.

HONORARY DEGREE

Resolution No. 99-107

Synopsis: The awarding of an honorary degree is recommended for approval.

WHEREAS the Committee on Honorary Degrees and the University Senate, pursuant to rule 3335-5-488 of the Administrative Code, have approved for recommendation to the Board of Trustees awarding of an honorary degree as listed below:

William Julius Wilson, Jr.

Doctor of Humane Letters

NOW THEREFORE

BE IT RESOLVED, That the above honorary degree be awarded in accordance with the recommendation at a time convenient to the University and the recipient.

PERSONNEL ACTIONS

Resolution No. 99-108

RESOLVED, That the personnel actions as recorded in the Personnel Budget Records of the University since the March 5, 1999 meeting of the Board, including the following Appointments, Concurrent Appointment, Appointment of Chairs, Leave of Absence Without Salary, Professional Improvement Leaves, and Emeritus Titles, as detailed in the University Budget be approved and the Medical Staff Appointments/Reappointments (The Ohio State University Medical Center) approved February 25, 1999, by the Hospitals Board be ratified.

Appointments:

Name: DONNA A. CANIANO
Title: Associate Professor (H. William Clatworthy, Jr., Professorship in Pediatric Surgery)
Department: Department of Surgery (Division of Pediatric Surgery)
Term: March 1, 1999 through June 30, 2002

Name: THOMAS H. MALLORY
Title: Professor (The Frank J. Kloeppen Chair in Orthopedic Surgery)
Department: Orthopaedics
Effective: April 6, 1999

Concurrent Appointment:

Name: ALAN G. GOODRIDGE
Title: Executive Dean of the Colleges of the Arts and Sciences
Term: March 29, 1999 through June 30, 2001
Present Position: Dean, College of Biological Sciences

Appointment of Chairpersons of Departments

April 6, 1999 through June 30, 2003

Orthopaedics

Thomas H. Mallory

July 1, 1999 through June 30, 2000

Greek and Latin

David E. Hahm*

*Interim

Leave of Absence Without Salary

PETER P. SWIRE, Professor, College of Law, effective May 1, 1999, through December 31, 2000, to serve as the United States Counselor on Privacy with the White House, Washington, DC.

Professional Improvement Leaves

MICHAEL W. BROWNE, Professor, Department of Psychology, effective Autumn Quarter 1999.

MORTON H. FRIEDMAN, Professor, Biomedical Engineering Center, Departments of Chemical Engineering and Pathology, effective Autumn Quarter 1999, Winter Quarter, and Spring Quarter 2000.

WILLIAM L. HEWARD, Professor, School of Physical Activity and Educational Services, effective Winter Quarter and Spring Quarter 2000.

PERSONNEL ACTIONS (contd)

Professional Improvement Leaves (contd)

ANISH K. ARORA, Associate Professor, Department of Computer and Information Science, effective Autumn Quarter 1999, Winter Quarter and Spring Quarter 2000.

ANTOINETTE C. MIRANDA, Associate Professor, School of Physical Activity and Educational Services, effective Winter Quarter and Spring Quarter 2000.

ANDRAS NEMETHI, Associate Professor, Department of Mathematics, effective Autumn Quarter 1999, Winter Quarter and Spring Quarter 2000.

Medical Staff Appointments and Reappointments (The Ohio State University Medical Center)

February 1999

| <u>Name</u> | <u>Department</u> | <u>Category</u> | <u>Date</u> |
|--------------------------------|-------------------------|-----------------|--------------------|
| Michael F. Cunningham, M.D. | Surgery, Urological | Attending | 10/2/98 - 6/30/99 |
| Camilla Curren, M.D. | Internal Med/Pediatrics | Comm Affiliate | 10/1/98 - 6/30/99 |
| Patricia Marie Gentile, M.D. | Psychiatry | Attending | 12/1/98 - 6/30/99 |
| Balpreet S. Jammu, M.D. | Family Practice | Comm Affiliate | 1/11/99 - 6/30/99 |
| Samir Kahwash, M.D. | Pathology- Hematology | Attending | 1/5/99 - 6/30/99 |
| Jawad F. Kirmani, M.B.B.S. | Neurology | PGY2 Limited | 7/1/98 - 6/30/99 |
| William E.C. Knobeloch, M.D. | Pediatrics | PGY1 Limited | 7/1/98 - 6/30/99 |
| Ashok Kumar, D.D.S. | Dentistry, General | PGY1 Limited | 7/1/98 - 6/30/99 |
| Luke J. Lamers, M.D. | Pediatrics | PGY1 Limited | 7/1/98 - 6/30/99 |
| Thomas Mallory | Surgery | Attending | 7/1/98 - 6/30/00 |
| Okechukwu N. Nwangburuka, M.D. | Psychiatry | PGY4 Limited | 7/1/98 - 6/30/00 |
| David H. Rich, Jr., M.D. | Pediatrics | PGY1 Limited | 7/1/98 - 6/30/00 |
| Lynn A. Richardson, D.O. | Physical Med & Rehab | PGY2 Limited | 7/1/98 - 6/30/00 |
| Radu V. Saveanu, M.D. | Psychiatry | Attending | 10/27/98 - 6/30/00 |
| Laura L. Schultz, M.D. | Pediatrics | PGY1 Limited | 7/1/98 - 6/30/00 |
| Robert W. Thiele, D.O. | Obstetrics & Gynecology | PGY4 Limited | 1/5/99 - 2/13/99 |
| Kenneth M. Vitellas, M.D. | Radiology | Attending | 7/1/98 - 6/30/00 |
| William Zipf, M.D. | Pediatrics | Courtesy | 7/1/98 - 6/30/00 |

Conscious Sedation Privileges

February 1999

| <u>Name</u> | <u>Department</u> |
|---------------------------|--------------------|
| Deborah Bartholomew, M.D. | OB/Gyn |
| Emile El-Shammaa, M.D. | Emergency Room |
| Thomas Englehart, M.D. | Anesthesia |
| Bhaswandas Gupta, M.D. | Anesthesia |
| Rebecca Gutmann, M.D. | Anesthesia |
| Mona Halim, M.D. | Anesthesia |
| Michael Johanson, D.O. | Anesthesia |
| William Kelly, M.D. | Anesthesia |
| Sorabh Khandelwal, M.D. | Emergency Room |
| Peter Larsen, D.D.S. | Oral/Maxillofacial |
| Rao Lingam, M.D. | Anesthesia |
| Luis Lopez, M.D. | Anesthesia |

PERSONNEL ACTIONS (contd)

Medical Staff Appointments and Reappointments (The Ohio State University Medical Center) (contd)

Conscious Sedation Privileges (contd)

February 1999 (contd)

| <u>Name</u> | <u>Department</u> |
|------------------------------|--------------------|
| Gregory Michaels, D.D.S. | Oral/Maxillofacial |
| Robert Miller, D.O. | Anesthesia |
| T. Michael Murphy, D.D.S. | Oral/Maxillofacial |
| Gary Racey, D.D.S. | Oral/Maxillofacial |
| Richard Scheetz, Jr., D.D.S. | Oral/Maxillofacial |
| Howard Werman, M.D. | Emergency Room |
| Russell Woda, D.O. | Anesthesia |
| David Yoblok, M.D. | Anesthesia |

Emeritus Titles

RICHARD J. FIRST, College of Social Work, with the title Associate Professor Emeritus, effective July 1, 1999.

MARY N. GOUGE, University Libraries, with the title Associate Professor Emeritus, effective April 1, 1999.

BRUCE L. BROCKETT, Ohio State University Extension, with the title Assistant Professor Emeritus, effective February 1, 1999.

H. JOYCE COURES, Ohio State University Extension, with the title Assistant Professor Emeritus, effective February 1, 1999.

RESOLUTIONS IN MEMORIAM

Resolution No. 99-109

Synopsis: Approval of three Resolutions in Memoriam.

RESOLVED, That the Board adopt the following Resolutions in Memoriam and that the President be requested to convey a copies to the family of the deceased.

Albert B. Bishop III

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on February 25, 1999, of Dr. Albert B. Bishop III, Professor Emeritus in the Department of Industrial, Welding, and Systems Engineering.

Dr. Bishop was a native of Philadelphia, Pennsylvania. He completed his bachelor's degree in electrical engineering at Cornell University in 1951. After service as a Lieutenant in the Air Force, he joined Ohio State as a graduate assistant in 1953, and received his Master of Science degree in Industrial Engineering the same year. He then served as a instructor and research associate in the Department of Industrial Engineering from 1954-57. He received his Ph.D. in Industrial Engineering from The Ohio State University in August 1957, and joined the faculty as an assistant professor of Industrial Engineering in October of the same year. Dr. Bishop was promoted to associate professor

RESOLUTIONS IN MEMORIAM (contd)

Albert B. Bishop III (contd)

in 1960 and to professor in 1965. He served as chair of the Department of Industrial and Systems Engineering from 1975 - 1983.

Professor Bishop was a teacher, scholar, researcher, and leader during his 36 years of service at Ohio State. He advised 66 graduate students through their M.S. and Ph.D. degrees. He was a teacher of teachers, since many of his students became faculty members at other universities. Dr. Bishop was a fellow of the Institute of Industrial Engineers and a long-standing leader in the accreditation of industrial engineering programs across the country.

Albert Bishop was an avid athlete and was active in community affairs. He was a founding member of the Greater Columbus Rowing Association and an active member of St. Stephen's Episcopal Church.

He served on numerous committees and boards. Most of all, Dr. Bishop was a true gentleman. He and his family warmly welcomed countless students and faculty members into the OSU family.

On behalf of the University community, the Board of Trustees expresses to the family of Dr. Albert B. Bishop III, its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the Board's heartfelt sympathy.

Mary F. Hull

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on December 17, 1998, of Mary F. Hull, Assistant Professor Emeritus in the School of Physical Activity and Educational Services.

Mary Hull was a native of Newark, Ohio, and received a bachelor's degree in physical education from Miami University in 1946 and a master's degree in physical education from The Ohio State University in 1957.

Professor Hull's first position was with Roosevelt Junior High School in Newark, Ohio, teaching physical education, health, and general science for one year. She then obtained a position at Elmira College, Elmira, New York, teaching physical education and served as Dormitory Director from 1947-1951.

After receiving her master's degree from The Ohio State University, Professor Hull was hired as an instructor in the Women's Division of the Department of Physical Education in the College of Special Services. She served as Associate Coordinator for the Basic Instruction Program from 1964-1981 and as the Assistant to the Director of the School of Health, Physical Education, and Recreation from 1981 until her retirement in 1988.

On behalf of the University Community, the Board of Trustees expresses to the family of Mary F. Hull its deepest sympathy and sense of understanding of their loss. It was directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to her family as an expression of the Board's heartfelt sympathy.

Robert E. Oates

The Board of Trustees of The Ohio State University expresses its sorrow upon the death on February 16, 1999, of Robert E. Oates, Assistant Dean Emeritus of the Colleges of the Arts and Sciences.

Dean Oates was born in Shelby, Ohio, on June 27, 1919, and received both his Bachelor of Arts and Master of Arts degrees from The Ohio State University. As an undergraduate at Ohio State, he played bass drum in the Marching Band and was an active member of his fraternity.

RESOLUTIONS IN MEMORIAM (contd)

Robert E. Oates (contd)

Following his service in the U.S. Navy as a Lieutenant Commander during World War II, Dean Oates returned to Ohio State where he worked as Director of Testing in the Registrar's office. He was named Assistant Dean of the Colleges of the Arts and Sciences in 1962, a position in which he served until his retirement in 1983. During his tenure as Assistant Dean, he was responsible for student records and academic standards. He was known as a friend to students, a mentor to young professionals, and an exemplary citizen of the University. Dean Oates was a person of good humor and great integrity who earned the respect and affection of his many University friends and colleagues over the course of his long career at Ohio State.

Robert Oates was active in the community through his work as President of the North Columbus Civitan and as Governor of the Ohio District Civitan. In addition, he was very involved with ushering and committees at Maple Grove United Methodist Church.

On behalf of the University Community, the Board of Trustees expresses its sincere condolences to Betty Oates, his wife of 54 years, and his family. It was directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the Board's heartfelt sympathy.

REPORT OF RESEARCH CONTRACTS AND GRANTS

Resolution No. 99-110

Synopsis: The reports on research and other sponsored program contracts and grants and the summary for February 1999 are presented for Board acceptance.

WHEREAS monies are solicited and received on behalf of the University from governmental, industrial, and other agencies in support of research, instructional activities, and service; and

WHEREAS such monies are received through The Ohio State University Research Foundation:

NOW THEREFORE

BE IT RESOLVED, That the research agreement between The Ohio State University and The Ohio State University Research Foundation for the contracts and grants reported herein during the month of February 1999 be approved.

REPORT ON UNIVERSITY DEVELOPMENT

Resolution No. 99-111

Synopsis: The report on the receipt of gifts and the summary for February 1999 are presented for Board acceptance.

WHEREAS monies are solicited and received on behalf of the University from alumni, industry, and various individuals in support of research, instructional activities, and service; and

WHEREAS such gifts are received through The Ohio State University Development Fund and The Ohio State University Foundation; and

REPORT ON UNIVERSITY DEVELOPMENT (contd)

WHEREAS this report includes the establishment of twelve (12) new named endowed funds and amendments to two (2) endowed fund:

NOW THEREFORE

BE IT RESOLVED, That the acceptance of the report from The Ohio State University Development Fund and The Ohio State University Foundation during the month of February 1999 be approved.

TOTAL UNIVERSITY PRIVATE SUPPORT

July-February
1997-98 Compared to 1998-99

GIFT RECEIPTS BY DONOR TYPE

| | Dollars July through February | | |
|------------------------------------|----------------------------------|---------------------|------------------|
| | <u>1997-98</u> | <u>1998-99</u> | <u>% Change</u> |
| Individuals: | | | |
| Alumni (Current Giving) | \$ 12,066,882 | \$ 28,087,553 | 133 |
| Alumni (From Bequests) | <u>5,911,062</u> | <u>784,430</u> | -87 |
| Alumni Total | \$ 17,977,944 | \$ 28,871,983 | 61 |
| Non-Alumni (Current Giving) | \$ 7,043,073 | \$ 8,086,520 | 15 |
| Non-Alumni (From Bequests) | <u>5,429,695</u> | <u>3,803,680</u> | -30 |
| Non-Alumni Total | \$ 12,472,768 | \$ 11,890,200 | -5 |
| Individual Total | \$ 30,450,712 | \$ 40,762,183 | 34 ^A |
| Corporations/Corp. Foundations | \$ 21,080,897 | \$ 24,677,029 | 17 ^B |
| Private Foundations | \$ 8,792,593 | \$ 6,704,388 | -24 ^C |
| Associations & Other Organizations | \$ <u>2,126,083</u> | \$ <u>2,051,813</u> | -3 |
| Total | \$ 62,450,285 | \$ 74,195,413 | 19 |

NOTES

- A Individual giving is up 34% largely due to 341 gifts totaling \$10,000 or more (\$30.1 million). Last year during this period 316 individuals gave \$10,000 or more (\$20.7 million).
- B Giving at the \$10,000 or more level from corporations is up 21% so far this year (\$20.4 million from 417 gifts this year; \$16.8 million from 353 gifts last year).
- C Foundation giving at the \$10,000 or more level is down 34% for the first eight months of the fiscal year (\$8.2 million from 106 gifts last year; \$6.1 million from 108 gifts this year).

REPORT ON UNIVERSITY DEVELOPMENT (contd)

TOTAL UNIVERSITY PRIVATE SUPPORT (contd)

July-February
1997-98 Compared to 1998-99 (contd)

GIFT RECEIPTS BY PURPOSE

| | Dollars July through February | | |
|--|----------------------------------|---------------------|-----------------|
| | <u>1997-98</u> | <u>1998-99</u> | <u>% Change</u> |
| Gift Receipts to Current Use & Endowment Funds: | | | |
| Buildings/Equipment | \$ 14,953,503 | \$ 19,305,815 | 29 |
| Faculty Support | \$ 7,825,402 | \$ 8,210,980 | 5 |
| Program Support | \$ 22,994,324 | \$ 29,649,084 | 29 |
| Student Financial Aid | \$ 10,128,162 | \$ 9,690,830 | -4 |
| Annual Funds-Colleges/ Departments | \$ 5,182,018 | \$ 5,554,987 | 7 |
| Annual Funds-University | \$ <u>1,366,876</u> | \$ <u>1,783,717</u> | 30 |
| Total | \$ 62,450,285 | \$ 74,195,413 | 19 |

GIFT ADDITIONS TO ENDOWMENT

| | Dollars July through February | | |
|--|----------------------------------|----------------|-----------------|
| | <u>1997-98</u> | <u>1998-99</u> | <u>% Change</u> |
| | \$26,462,771 | \$33,112,983 | 25 |

THE OHIO STATE UNIVERSITY DEVELOPMENT FUND

| | <u>Previous Gifts</u> | <u>Current Gifts</u> | <u>Total Gifts</u> |
|---|---------------------------|--------------------------|------------------------|
| <u>Establishment of Named Endowed Funds</u> | | | |
| The Peggy Egelhoff Breast Cancer Research Endowment Fund (Support for Breast Cancer Research at the Comprehensive Cancer Center - The Arthur G. James Cancer Hospital and the Richard J. Solove Research Institute - provided by gifts from Fred and Norma Egelhoff) | \$30,933.31 | | \$30,933.31 |

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY DEVELOPMENT FUND (contd)

| | <u>Previous Gifts</u> | <u>Current Gifts</u> | <u>Total Gifts</u> |
|---|---------------------------|--------------------------|------------------------|
| <u>Establishment of Named Endowed Funds (contd)</u> | | | |
| Class of 1957 Endowed Dentistry Scholarship Fund (Scholarships - College of Dentistry - provided by members of the Class of 1957) | \$26,050.00 | | \$26,050.00 |

Change in Description of Named Endowed Fund

The W. Keith Davis Memorial Scholarship Fund

THE OHIO STATE UNIVERSITY FOUNDATION

| | <u>Previous Gifts</u> | <u>Current Gifts</u> | <u>Total Gifts</u> |
|---|---------------------------|--------------------------|------------------------|
| <u>Establishment of Named Endowed Funds</u> | | | |
| The Max M. Fisher MBA Fellowship Fund (MBA Fellowships - Fisher College of Business - provided by gifts from the family and friends of Max M. Fisher in honor of his 90th birthday) | | \$150,434.99 | \$150,434.99 |
| The Edna Lillian Fritz Memorial Lectureship Fund (Support for Annual Lectures - College of Nursing - provided with a gift from the estate of Edna Lillian Fritz) | | \$65,000.00 | \$65,000.00 |
| The Billy Joe Armstrong Football Scholarship Fund (Scholarships - Department of Athletics - provided by gifts from the Greer Steel Company) | | \$50,000.00 | \$50,000.00 |
| The Heffner Family Olentangy River Wetland Research Park "Site Engineer" Endowment Fund (Support for a "site engineer" at the Olentangy River Wetland Research Park - provided by gifts from the Heffner Family Foundation) | | \$44,000.00 | \$44,000.00 |

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

| | <u>Previous Gifts</u> | <u>Current Gifts</u> | <u>Total Gifts</u> |
|--|---------------------------|--------------------------|------------------------|
| <u>Establishment of Named Endowed Funds (contd)</u> | | | |
| The Mildred and Simon Dinitz Graduate Fellowship Fund in Criminology in the Department of Sociology (Support for graduate fellowships in the Department of Sociology - provided by gifts from family, friends, and colleagues of Mildred and Simon Dinitz) | | \$40,313.60 | \$40,313.60 |
| The Peggy S. Cuthbert M.D. Scholarship Fund in Primary Care Medicine (Scholarships or medical education expenses - College of Medicine and Public Health - provided by gifts in memory of Peggy S. Cuthbert M.D. from her family, friends, and colleagues) | | \$25,625.00 | \$25,625.00 |
| Robert C. Schneider Big Brothers/Big Sisters of Ohio Scholarship Fund (Scholarships for students who were "Littles" in Big Brothers/Big Sisters organization - provided by gifts from John L. Martin and other supporters of Big Brothers/Big Sisters) | | \$25,500.00 | \$25,500.00 |
| The Dr. Donald G. & Jo Anne Miller Endowment for Food Animal Research and Graduate Studies in Veterinary Preventive Medicine (Food animal research - Veterinary Preventive Medicine - provided by a gift from Dr. Donald G. and Jo Anne Miller) | | \$25,287.38 | \$25,287.38 |
| The James and Annette Hartman and Lester E. Wiley Scholarship Fund (Scholarships - College of Veterinary Medicine - provided by a gift from Annette Hartman) | | \$25,000.00 | \$25,000.00 |
| The Donald B. and Thekla R. Shackelford Medical Research Fund (Support for researchers conducting research in the Medical Research Facility - College of Medicine and Public Health - provided by gifts in honor of Dr. Manuel Tzagournis from Donald B. and Thekla R. Shackelford) | | \$25,000.00 | \$25,000.00 |

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

Change in Name and Description of Named Endowed Fund

From: The Paul and Nancy Wherry Endowed Fund in the History of Pharmacy
To: The Paul and Nancy Wherry Endowed Fund and Scholarship in the History of Pharmacy

| | | | |
|-------|-------------|--------------|--------------|
| Total | \$56,983.31 | \$476,160.97 | \$533,144.28 |
|-------|-------------|--------------|--------------|

THE OHIO STATE UNIVERSITY DEVELOPMENT FUND

ESTABLISHMENT OF NAMED ENDOWED FUNDS

The Peggy Egelhoff Breast Cancer Research Endowment Fund

The Peggy Egelhoff Breast Cancer Research Endowment Fund was established April 6, 1999, by the Board of Trustees of The Ohio State University with gifts to The Ohio State University Development Fund from Fred and Norma Egelhoff of Powell, Ohio.

All gifts are to be invested in the University's Permanent Endowment Fund, under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to support breast cancer research at the Comprehensive Cancer Center - The Arthur G. James Cancer Hospital and the Richard J. Solove Research Institute as approved by the Director of The Arthur G. James Cancer Hospital and the Richard J. Solove Research Institute, the Director of the Comprehensive Cancer Center, and the Vice President for Health Sciences. Any unused income shall be returned to the principal of this fund.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Board of Trustees in consultation with the Director of The Arthur G. James Cancer Hospital and the Richard J. Solove Research Institute, the Director of the Comprehensive Cancer Center, and the Vice President for Health Sciences in order to carry out the desire of the donors.

\$30,933.31

Class of 1957 Endowed Dentistry Scholarship Fund

The Class of 1957 Endowed Dentistry Scholarship Fund was established April 6, 1999, by the Board of Trustees of The Ohio State University with gifts to The Ohio State University Development Fund from members of the Class of 1957.

All gifts are to be invested in the University's Permanent Endowment Fund, under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to provide scholarships for students attending the College of Dentistry. Scholarship recipients will be selected in consultation with the University Committee on Student Financial Aid.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY DEVELOPMENT FUND (contd)

ESTABLISHMENT OF NAMED ENDOWED FUNDS (contd)

Class of 1957 Endowed Dentistry Scholarship Fund (contd)

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Board of Trustees in consultation with the appropriate dean, department chairperson, or program administrative officer in order to carry out the desire of the donors.

\$26,050.00

CHANGE IN DESCRIPTION OF NAMED ENDOWED FUND

The W. Keith Davis Memorial Scholarship Fund

The W. Keith Davis Memorial Scholarship Fund was established March 1, 1985, by the Board of Trustees of The Ohio State University with gifts to The Ohio State University Development Fund from Gerald A. and Betty L. Davis, Marion, Ohio. The description was revised July 8, 1994; February 2, 1996; and was further revised April 6, 1999.

All gifts are to be invested in the University's Permanent Endowment Fund, under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

Sixty percent of the annual income is to be used to provide assistance to qualified students of sophomore standing or higher who are enrolled at The Ohio State University, Marion Campus. The remaining forty percent of annual income is to be returned to principal each year. The selection of the scholarship recipient(s) will be made by the University Committee on Student Financial Aid upon consultation with the Dean and Director of The Ohio State University at Marion.

Should the need for this fund cease to exist or so diminish as to provide unused income, then the income may be used for any purpose whatsoever as determined by the Board of Trustees, with preference being given to recommendations from the person or committee then responsible for student scholarship awards.

THE OHIO STATE UNIVERSITY FOUNDATION

ESTABLISHMENT OF NAMED ENDOWED FUNDS

The Max M. Fisher MBA Fellowship Fund

The Max M. Fisher MBA Fellowship Fund was established April 6, 1999, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from the family and friends of Max M. Fisher in honor of his 90th birthday.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to provide a fellowship(s) to MBA students of the highest caliber. Selection shall be made by the committee for MBA awards with formal approval by the Dean of the Fisher College.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

ESTABLISHMENT OF NAMED ENDOWED FUNDS (contd)

The Max M. Fisher MBA Fellowship Fund (contd)

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board as recommended by the person or unit with spending authority and/or appropriate University official in order to carry out the desire of the donors.

\$150,434.99

The Edna Lillian Fritz Memorial Lectureship Fund

The Edna Lillian Fritz Memorial Lectureship Fund was established April 6, 1999, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with a gift from the estate of Edna Lillian Fritz, Dean Emeritus, of Palm Desert, California, in recognition of her leadership in nursing education and her service as director of The Ohio State University School of Nursing from 1973 - 1983.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used by the College of Nursing to support an annual lectureship on contemporary issues in nursing, nursing education, and health care.

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the appropriate college dean, school director, department chairperson, or program administrative officer in order to carry out the desire of the donor.

\$65,000.00

The Billy Joe Armstrong Football Scholarship Fund

The Billy Joe Armstrong Football Scholarship Fund was established April 6, 1999, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from the Greer Steel Company.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to provide scholarship costs for a student athlete who is the starting center on the football team pursuing an undergraduate degree at The Ohio State University. Recipient shall be selected by the Director of Athletics in consultation with the University Committee on Student Financial Aid.

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board as recommended by the Director of Athletics in order to carry out the desire of the donor.

\$50,000.00

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

ESTABLISHMENT OF NAMED ENDOWED FUNDS (contd)

**The Heffner Family Olentangy River Wetland
Research Park "Site Engineer" Endowment Fund**

The Heffner Family Olentangy River Wetland Research Park "Site Engineer" Endowment Fund was established April 6, 1999, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from The Heffner Family Foundation.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used at the Olentangy River Wetland Research Park (ORWRP) primarily to create and sustain "site engineer" employment opportunities for undergraduate and graduate students, including minor maintenance. This fund shall be administered by the Director of the ORWRP, with the approval of the Director of the School of Natural Resources, or his/her designee.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the appropriate dean, chairperson, and/or director in order to carry out the desire of the donors.

\$44,000.00

**The Mildred and Simon Dinitz Graduate Fellowship Fund in Criminology
in the Department of Sociology**

The Mildred and Simon Dinitz Graduate Fellowship Fund in Criminology in the Department of Sociology was established April 6, 1999, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts to the Foundation from family, friends and colleagues of Mildred and Simon Dinitz.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to provide graduate fellowship support for students in the Department of Sociology specializing in criminology.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with Simon Dinitz or after his lifetime with his heirs and the appropriate dean and department chairperson in order to carry out the desire of the donors.

\$40,313.60

The Peggy S. Cuthbert M.D. Scholarship Fund in Primary Care Medicine

The Peggy S. Cuthbert M.D. Scholarship Fund in Primary Care Medicine was established April 6, 1999, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts made in memory of Peggy S. Cuthbert, M.D. (M.D. '93) and in honor of her outstanding commitment as a physician from her family, including her husband and infant son, and from her friends and colleagues.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

ESTABLISHMENT OF NAMED ENDOWED FUNDS (contd)

The Peggy S. Cuthbert M.D. Scholarship Fund in Primary Care Medicine (contd)

Dr. Cuthbert was born in 1965 in Groveport, Ohio. A recipient of many awards at Ohio State, she graduated summa cum laude from the College of Medicine and Public Health in 1993 and then received her residency training in Internal Medicine and Pediatrics. In 1997, she became board certified and opened a primary care practice focusing on pediatrics in Lancaster, Ohio, until her untimely death in 1998.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to support a scholarship or related medical education expenses (such as textbooks, lab coats, and instruments) for a medical student enrolled in the College of Medicine and Public Health. Preference should be given to female students who have an interest in women's or children's primary care health issues and rural medicine in the Division of General Internal Medicine or Department of Pediatrics. The scholarship will be awarded on academic merit and financial need, and shall support, preferably, the same student each year. Any unused income shall be added to the principal at the end of each fiscal year. The recipient shall be chosen by a committee that meets annually, is chaired by the Director of the Division of General Internal Medicine, and includes a faculty representative from the Internal Medicine/Pediatrics program. The selection of the recipient shall be made at the recommendation of the Dean of the College of Medicine and Public Health, in consultation with the Director of the Division of General Internal Medicine, in consultation with the University Committee on Student Financial Aid, and with the College of Medicine and Public Health Committee for Scholarship Awards.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the Dean of the College of Medicine and Public Health in order to carry out the desire of the donors.

\$25,625.00

Robert C. Schneider Big Brothers/Big Sisters of Ohio Scholarship Fund

The Robert C. Schneider Big Brothers/Big Sisters of Ohio Scholarship Fund was established April 6, 1999, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts designated for support of the Office of Student Financial Aid, from John L. Martin, Newark, Ohio (B.S., M.S., Ceramic Engineering '69) and other supporters of Big Brothers/Big Sisters.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to provide one or more renewable scholarships to financially needy students who have been "Littles" in the Big Brothers/Big Sisters for a minimum of two years, who have maintained a minimum GPA of 2.25 in high school and college courses, and were full-time students in the last academic year with preference for graduates of high schools in Ohio counties of Licking and Stark. Selection of the recipients will be made by the University Committee on Student Financial Aid. Unused income shall be returned to the principal.

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

ESTABLISHMENT OF NAMED ENDOWED FUNDS (contd)

Robert C. Schneider Big Brothers/Big Sisters of Ohio Scholarship Fund (contd)

Although Robert C. Schneider, resident of Navarre, Ohio, was not formally associated with the Big Brothers/Big Sisters organization, he recognized the potential benefits of mentoring a boy living in a single parent family in 1956. Bob exemplified and continues to exemplify the very best qualities of a Big Brother by befriending, nurturing, encouraging, and generally supporting a fatherless boy. His vision and willingness to invest his time to help someone else provided invaluable leadership to his unofficial "Little" that has helped in all the "Little's" endeavors.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the Director of Student Financial Aid in order to carry out the desire of the donors.

\$25,500.00

**The Dr. Donald G. & Jo Anne Miller Endowment for Food Animal Research
and Graduate Studies in Veterinary Preventive Medicine**

The Dr. Donald G. & Jo Anne Miller Endowment for Food Animal Research and Graduate Studies in Veterinary Preventive Medicine was established April 6, 1999, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with a gift from Dr. Donald G. and Jo Anne Miller.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to provide monies for food animal research or to support graduate students doing research in food animal diseases within the Department of Veterinary Preventive Medicine. Recipients will be selected by the Dean of the College of Veterinary Medicine and the Chairperson of the Department of Veterinary Preventive Medicine.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board as recommended by the person or unit with spending authority and/or appropriate University official in order to carry out the desire of the donors.

\$25,287.38

The James and Annette Hartman and Lester E. Wiley Scholarship Fund

The James and Annette Hartman and Lester E. Wiley Scholarship Fund was established April 6, 1999, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with a gift from Annette Hartman, Gahanna, Ohio.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to provide two (2) scholarships, each scholarship to be in an amount equal to one-half (1/2) of the annual income generated by the gift as follows:

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

ESTABLISHMENT OF NAMED ENDOWED FUNDS (contd)

The James and Annette Hartman and Lester E. Wiley Scholarship Fund (contd)

1. One (1) scholarship shall be awarded to a student with high financial need at The Ohio State University College of Veterinary Medicine. The recipient will be selected by Professor Daniel Smeak, (if living and available), and the then-current Dean of the College of Veterinary Medicine, and in consultation with the University Committee on Student Financial Aid.
2. One (1) scholarship shall be awarded to an academically outstanding student at The Ohio State University College of Veterinary Medicine. The recipient will be selected by Professor Daniel Smeak, (if living and available), Dr. Scott Whiteman, DVM, (if living and available), and Professor Steven Schrader, (if living and available). If none of these three (3) individuals are living and available, the recipient will be selected by the then-serving Dean of the College of Veterinary Medicine in consultation with the University Committee on Student Financial Aid.

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board as recommended by the person or unit with spending authority and/or appropriate University official in order to carry out the desire of the donor.

\$25,000.00

The Donald B. and Thekla R. Shackelford Medical Research Fund

The Donald B. and Thekla R. Shackelford Medical Research Fund was established April 6, 1999, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts made to the Foundation in honor of Dr. Manuel Tzagournis, Vice President for Health Sciences, from Donald B. Shackelford (Doctor of Business Administration, Honorary '98) and Thekla R. Shackelford (M.A., Education, '69) of Gahanna, Ohio.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income from this fund, and other similar funds under the Medical Research Endowment Trust, shall be used to support researchers conducting research in the Medical Research Facility, with selection made through a grant application process. Researchers may apply for one year funding grants, which are not limited to senior faculty, through the Associate Dean for Research, College of Medicine and Public Health. Selection shall be made by the Associate Dean for Research in consultation with the Dean of the College of Medicine and Public Health. The grants may be used for, but not limited to, supplies, salaries for research personnel, and activities required for quality medical research.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the Associate Dean for Research and the Dean of the College of Medicine and Public Health in order to carry out the desire of the donors.

\$25,000.00

REPORT ON UNIVERSITY DEVELOPMENT (contd)

THE OHIO STATE UNIVERSITY FOUNDATION (contd)

CHANGE IN NAME AND DESCRIPTION OF NAMED ENDOWED FUND

The Paul and Nancy Wherry Endowed Fund and Scholarship in the History of Pharmacy

The Paul and Nancy Wherry Endowed Fund in the History of Pharmacy was established October 3, 1997, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from Paul and Nancy Wherry of Worthington, Ohio. The name and description were revised April 6, 1999.

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual income shall be used to support educational and research initiatives in the History of Pharmacy at the College of Pharmacy and to support a \$500 scholarship to a pharmacy student engaged in the study of the History of Pharmacy. The research projects shall be determined by Professor Robert A. Buerki and the Dean of the College of Pharmacy or his/her designee. The recipients of the annual scholarship shall be determined by the Dean of the College of Pharmacy or his/her designee in consultation with the University Committee on Student Financial Aid.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Foundation Board in consultation with the appropriate college dean, school director, department chairperson, or program administrative officer in order to carry out the desire of the donors.

**EMPLOYMENT OF ARCHITECTS/ENGINEERS AND
REQUEST FOR CONSTRUCTION BIDS**

Resolution No. 99-112

**LANE AVENUE GARAGE
GRADUATE AND PROFESSIONAL STUDENT HOUSING
UNIVERSITY HOSPITALS CLINIC – OB/GYN CLINIC**

Synopsis: Authorization to employ architect/engineering firms and request construction bids for the Lane Avenue Garage, Graduate and Professional Student Housing and University Hospitals Clinic -- OB/GYN Clinic projects is requested.

WHEREAS Transportation and Parking desires to construct an approximate 2,000 space parking facility with mixed use space near Lane and Neil Avenues; and

WHEREAS the total estimated project cost is \$28,725,000 and the total estimated construction cost is \$25,000,000, with funding provided by University bonds with debt service paid by Transportation and Parking; and

WHEREAS Housing, Food Services, and Events Centers desires to construct graduate and professional student apartments in the south campus area; and

WHEREAS the total estimated project cost is \$17,421,177 and the total estimated construction cost is \$15,413,644, with funding provided by University bonds with debt service paid by Housing, Food Services, and Events Centers; and

**EMPLOYMENT OF ARCHITECTS/ENGINEERS AND
REQUEST FOR CONSTRUCTION BIDS (contd)**

WHEREAS University Hospitals desires to renovate approximately 17,000 gross square feet of space located on the second floor of the University Hospitals Clinic in order to expand the OB/GYN clinic area; and

WHEREAS the total estimated project cost is \$914,000 and the total estimated construction cost is \$750,000, with funding provided by University Hospitals:

NOW THEREFORE

BE IT RESOLVED, That the President and/or Vice President for Business and Administration be authorized to select qualified architectural/engineering firms as necessary for the Lane Avenue Garage, Graduate and Professional Student Housing, and University Hospitals Clinic -- OB/GYN Clinic projects and that the fees for these services be negotiated between the firm selected and the University; and

BE IT FURTHER RESOLVED, That the President and/or Vice President for Business and Administration be authorized to request construction bids for the Lane Avenue Garage, Graduate and Professional Student Housing, and University Hospitals Clinic -- OB/GYN Clinic projects in accordance with established University and State of Ohio procedures, and if satisfactory bids are received, to issue contracts with all actions to be reported to this Board at the appropriate time.

(See Appendix XXXX for maps, page 789.)

Upon motion of Mr. Skestos, seconded by Mr. Colley, the Board of Trustees adopted the foregoing resolutions by unanimous roll call vote, cast by Messrs. Celeste, Colley, Skestos, Patterson, and Slane, and Judge Duncan.

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ANNUAL COMPENSATION BENCHMARKS PRESENTATION

Provost Edward J. Ray: [overhead presentation]

You have material in your book that summarizes much of what we would have said in a longer presentation, so I will be brief and to the point. We've agreed that we need to have two discussions on all matters of consequence to the University before taking action. This represents our first discussion on the issue of compensation. What we'd like to do is go through what we've done in terms of our last round of compensation changes to assure you that we did what we said we would do, and then move into a discussion of where we stand relative to our benchmark peer institutions. I'll say a little bit about what USAC and FCBC have proposed and that will set the stage for our discussion next month about what the compensation package for Fiscal 2000 ought to be.

If I could summarize what we've done in the last year, you'll remember we had a raise package of 3.5 percent for Fiscal 1999. That's a little bit below where most of our peer institutions were. What we've been doing for at least the last ten years at Ohio State is putting all of our compensation package into merit raises. So there are no entitlements, we haven't done across-the-board increases. There are people, regrettably, who get zero increases when they fail to live up to expectations in terms of job performance, and there are people who get a good deal more.

On page 3, you will notice the bar graph. All I want to point out there is that with the average compensation package increase of 3.5 percent, there is really a pretty broad distribution of salary increases across the distribution, from less than 10 percent to well over 5 percent, with respect to faculty.

ANNUAL COMPENSATION BENCHMARKS PRESENTATION (contd)

Provost Ray: (contd)

The same follows with respect to different categories of staff. I point that out to suggest to you that the deans and the vice presidents and others who we asked look very seriously at the issue of merit and rewarding people appropriately do that, that we don't end up with everybody just getting some sort of standard increase.

If I could ask you to move forward to page 6, you'll see the list of the benchmark institutions and an indication of average raises over the last five years. For those of you who remember such things, we had 4 percent, 5 percent, 5 percent, 3 percent, and 3.5 percent; which gets you 4.1 percent. The benchmark average of the other institutions is 4 percent, so we're right about average during that period. We've slipped a little bit in the last couple of years and to see that, I'm going to skip ahead and then go back and let Larry say something about benefits in a moment. But if you go to page 10, what you'll observe is that Ohio State is now in sixth place among the peer group institutions. That's where we were the year before. So with the 3 percent and the 3.5 percent increases, we remained in sixth place among the institutions we're benchmarking against. We were in third place the year before that.

The point of making that observation, is to tell you that both USAC (University Staff Advisory Committee) and FCBC (Faculty Compensation and Benefits Committee) are looking back to that period when we were closer to the high end of the peer group and are encouraging us to do what we can to get back there. So to do that, USAC is proposing that we have a 5 percent increase this year -- they had proposed 5 percent last year. They'd like to see 5 percent next year, for three years of 5 percent. FCBC will be giving their report to the Senate next Saturday. They're proposing 5.5 percent for each of the next three years. USAC is also asking for 1.5 percent equity adjustment for 2000 to make up for the 1.5 percent below 5 percent that we were at last year. So that gives you a sense of what the advisory groups on campus are proposing.

Obviously, we need to balance compensation increases against all the other demands on resources that we have to deal with for the next fiscal year, and we have to do that in the context of knowing what the budget increases are likely to be for us. But we'll be back with specific recommendations for you at the May Board meeting, after we've consulted with the Senate and other appropriate groups on their recommendations, and try to explain what we believe is the situation that we find ourselves in in terms of trying to be responsive to that.

If I can, I'd like to let Larry say a little bit about both the inclusion of benefits increases, along with the salary increases, and some of the comparison work we do. Then, to the extent that he cares to, he can also talk about benchmarks for professional and clerical staff relative to the markets that we compete in for their services.

Mr. Larry Lewellen:

Thank you, Ed. The Board asked us last year, and the faculty and staff have both asked us, to make sure and put in context the effect on salary increases of the cost of benefits as they change each year and the cost of user fees. So you can see that -- this is for faculty, we have them for classified and unclassified staff, but we won't look at that -- the tall blue bars are the average faculty increases for the last four years. The yellow bars indicate "core benefits," which are the increases in medical, dental, vision, and parking for each year. Then the green bars are "elective" benefits, which are athletic tickets, golf course fees, and so forth. Everyone may not agree with those definitions, but we've used those for illustrative

ANNUAL COMPENSATION BENCHMARKS PRESENTATION (contd)

Mr. Lewellen: (contd)

purposes. So for somebody who takes all the benefits at a family level and buys athletic tickets, the yellow and green bars would add together.

You can see, in 1996 and 1997 those increases were very minimal, and they're starting to trend upwards some in 1998 and 1999. So we think it's good to start reporting this to the Board and also make sure we do collective context planning when we look at fees, as well as salaries.

On page 11, is the chart "Staff with Benefits." In the upper right-hand corner is the benchmarking we do with staff. With staff, we subdivide the groups not just into classified and unclassified staff, but by occupational groups. We've also adjusted this. The scarlet bar, which is the staff, has been adjusted for the value of our benefits package, which by and large is about 3 -5 percent more valuable than the private sector plans that are out there, against the market which are the blue bars.

So you can see, our managers, and administrators and professional staff -- professional by and large being B.S. degree-prepared positions -- are pretty competitive once you adjust. Our clerical and secretarial market we compare both to the general market, which is the blue bar, and to the State of Ohio, which is the black bar. The clerical and secretarial staff -- is a broad group for us -- used to be ahead of the general Columbus market, but behind the State of Ohio. In the last couple of years we've slipped below the general market and are a good couple thousand dollars in annual salary below the State of Ohio. So we have lost some ground for that group against the general market.

We have the peer professional and technical group, which includes computing staff and technical staff; that group is 8-10 percent below market. Even buried within it, you can't see as well what we call "hot market" issues, where you have computing staff with really "hot" computer skills. They could be as much as 25 percent below market. So we're doing reasonably well on average, but we have lost some ground and we do have some "hot market" issues.

The last point I would just make -- and, I think, Ed made it -- is we're looking nationally at what the trends are, and they seem to center around 4 percent predications for 1999 for other employers, both higher education and for the state. So, with that, I'll see if there are any questions or comments before we wrap up.

Mr. Celeste:

We'll have more opportunity to continue this discussion, but are there any other questions or comments? If not, thank you for your report.

(See Appendix XXXXI for Compensation Guidelines, page 793.)

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April 6, 1999 meeting, Board of Trustees

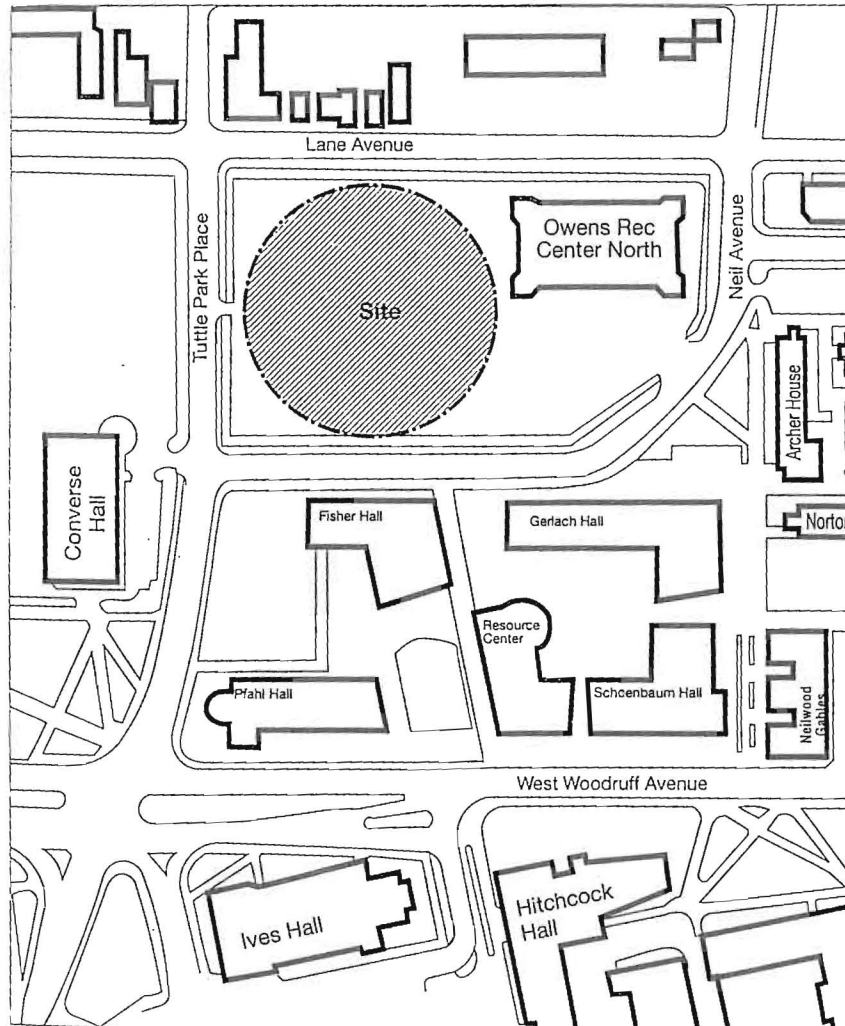
Thereupon the Board adjourned to meet Friday, May 7, 1999, at the Fawcett Center for Tomorrow, Columbus, Ohio.

Attest:

William J. Napier
Secretary

Theodore S. Celeste
Chairman

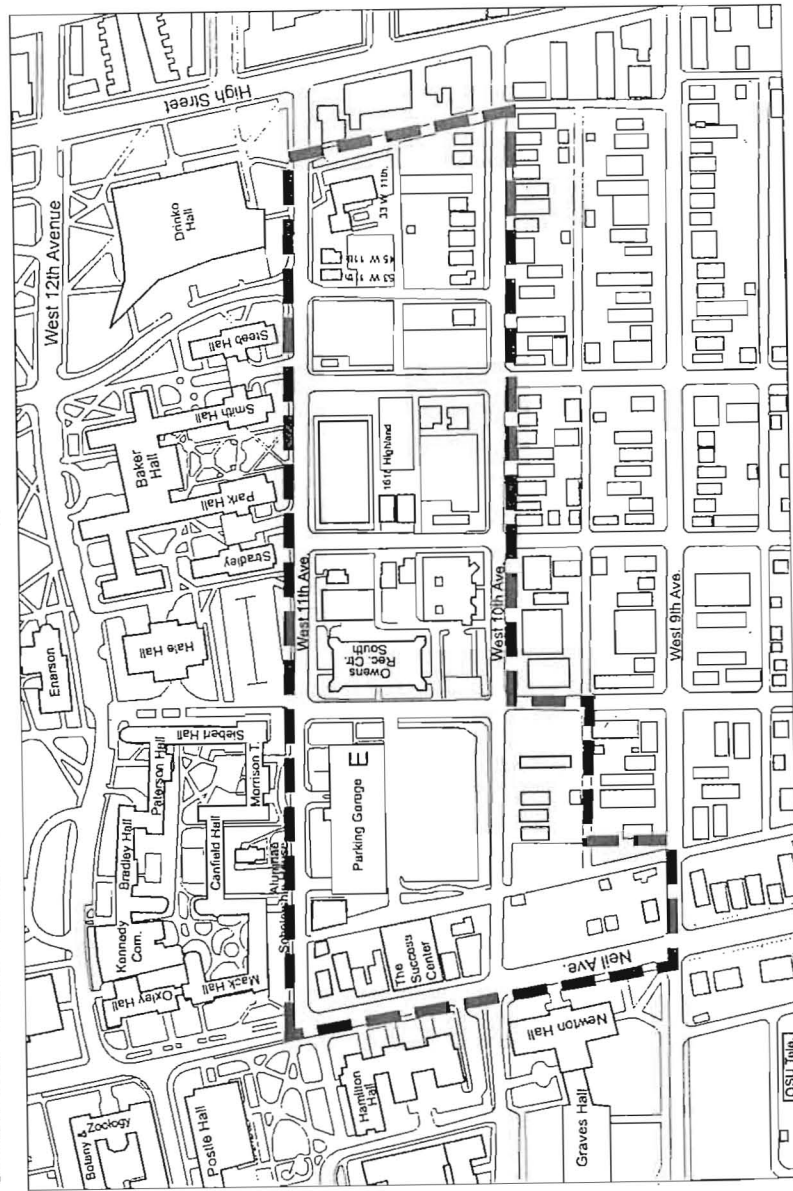
Lane Avenue Garage



Office of Business and Administration
Office of the University Architect and Physical Planning
January 8, 1999

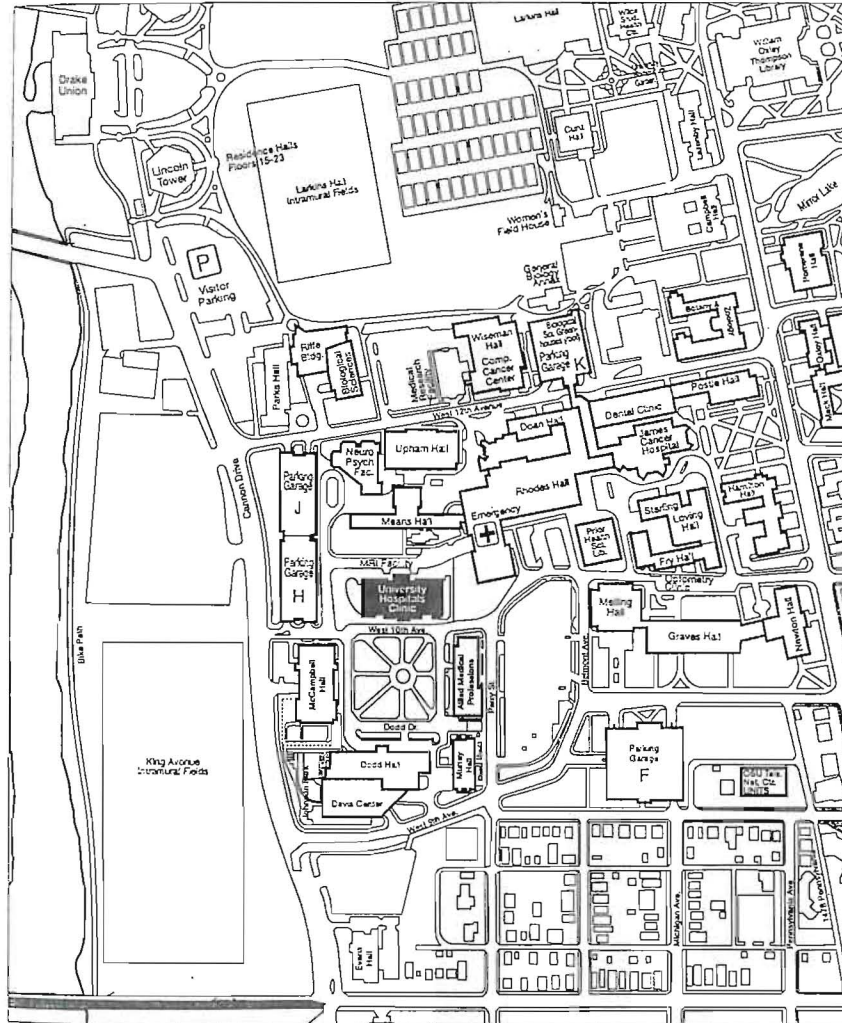


Graduate and Professional Student Housing



Office of Business and Administration
Office of the University Architect and Physical Planning
March 17, 1999

University Hospitals Clinic - OB/GYN Clinic



Office of Business and Administration
Office of the University Architect and Physical Planning
March 11, 1999



(APPENDIX XXXXI)

ANNUAL FACULTY AND STAFF COMPENSATION REPORT

April 6, 1999

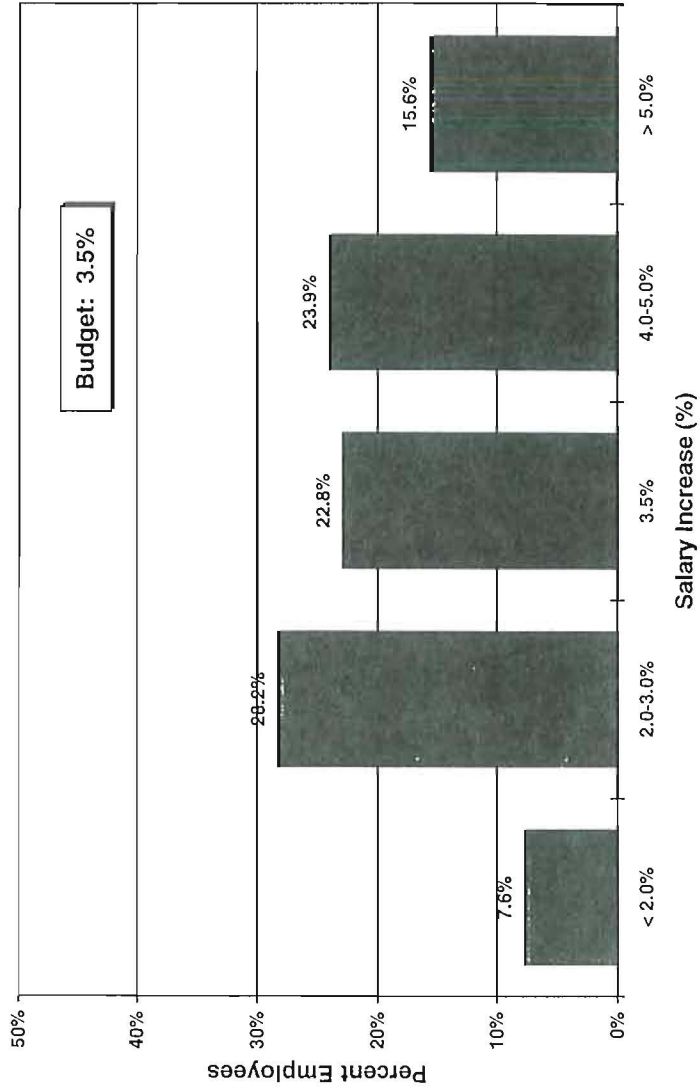
- I. Review of Salary Increases Last Year
 - A. Distribution of Increases (faculty, classified, unclassified)
 - B. Comparison with Benchmark Institutions
 - C. Faculty/Staff Fee Changes
- II. Annual Review of Benchmark Position
 - A. Faculty Salaries vs. Benchmark Institutions
 - B. Staff Salaries vs. Competitive Markets
- III. Projections for FY 2000 Salary Increases (Competing Employers)
- IV. Summary Points

Offices of Academic Affairs and Human Resources

I. Review of July 1998 Salary Increases (Fiscal Year 1999)

The Ohio State University
 Salary Increase Process
 FY 1999 Raise Distribution

TENURE-TRACK FACULTY

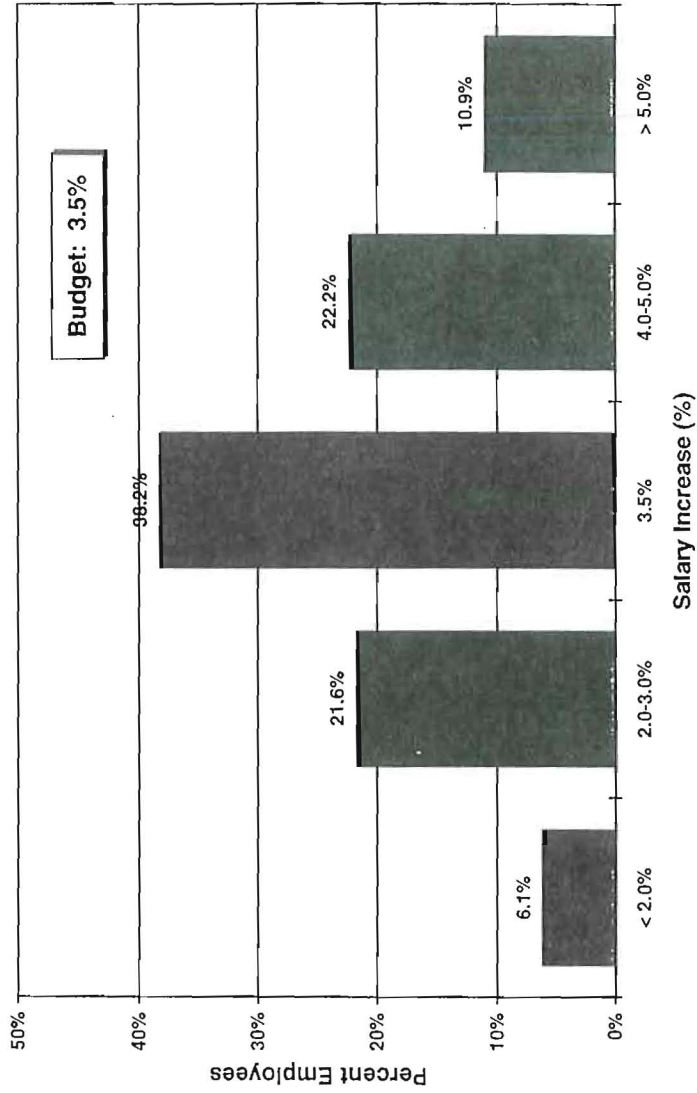


Office of Human Resources
 Management Information Analysis and Reporting

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The Ohio State University
 Salary Increase Process
 FY 1999 Raise Distribution

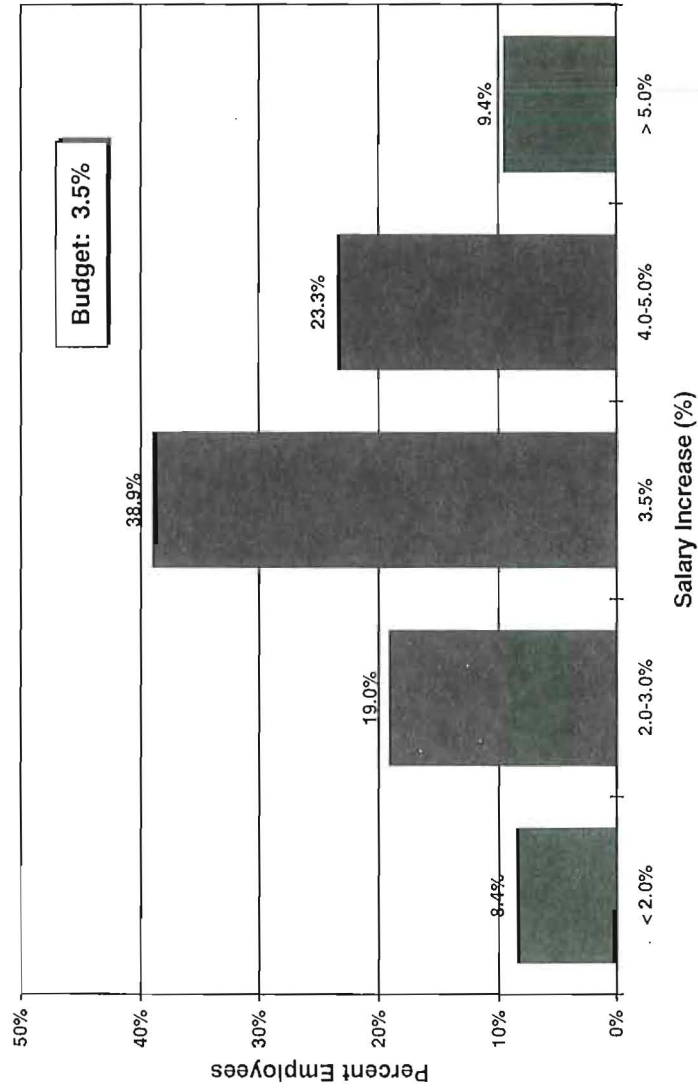
CLASSIFIED CIVIL SERVICE STAFF



796

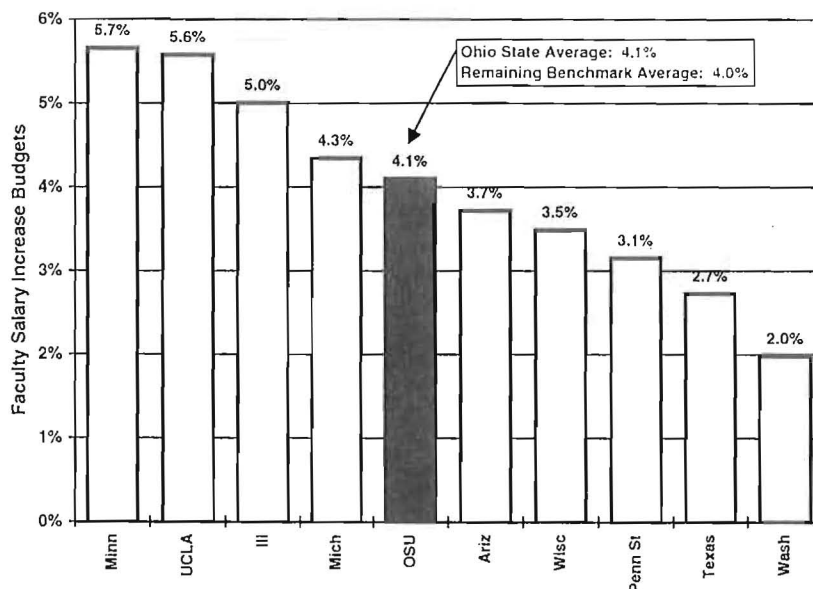
The Ohio State University
Salary Increase Process
FY 1999 Raise Distribution

UNCLASSIFIED STAFF



The Ohio State University **FACULTY**
 Comparison of Faculty Salary Increase Budgets
 Five-Year Average (FY 1995 - FY 1999)

BENCHMARK UNIVERSITIES



The Ohio State University
Comparison of Annual Salary Increases and Annual Benefit Increases
FY 1996 - 1999

FACULTY

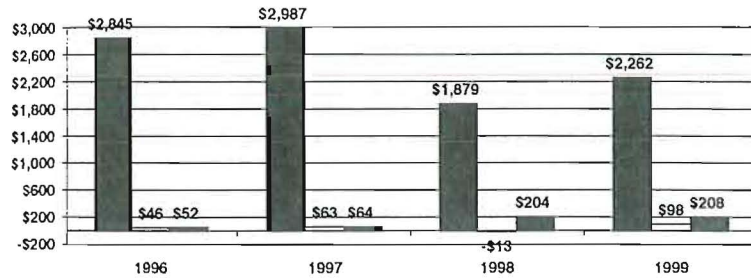
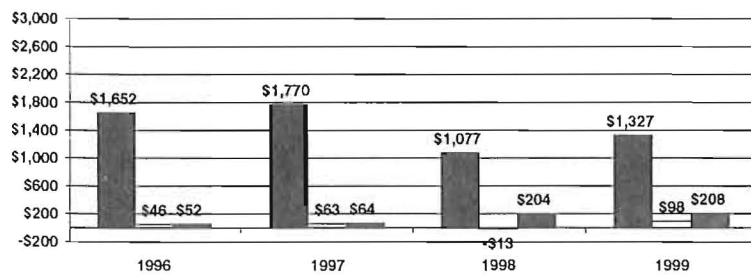


Chart
Definitions:

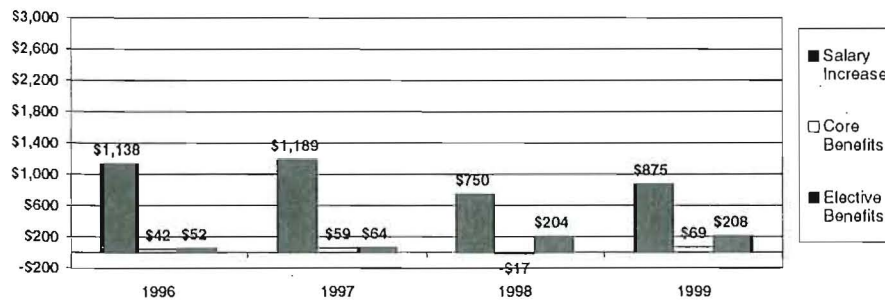
Core
Benefits:
Family
Prime
Care, Vision,
Dental and
Parking ("A"
Sticker for
Faculty and
A&P, "B"
Sticker for
CCS)

A&P



Elective
Benefits:
Larkins
Quarterly
Family
Pass, a Pair
of Season
Football
Tickets, and
a Golf
Course
Membership

CCS



■ Salary
Increase

□ Core
Benefits

■ Elective
Benefits

The Ohio State University
Comparison of Annual Salary Increases and Annual Benefit Increases
FY 1996 - 1999

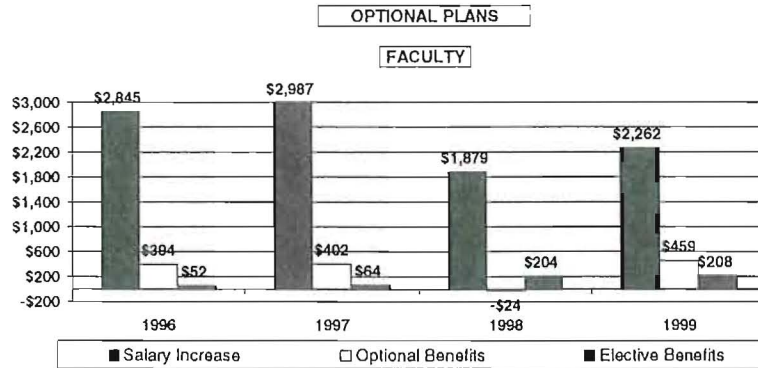


Chart
Definitions:

Optional Benefits:
Family
OSUHP,
Vision,
Dental and
Parking ("A"
Sticker)

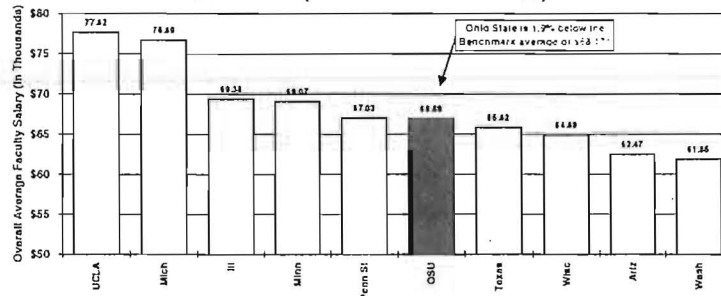
Elective Benefits:
Larkins
Quarterly
Family
Pass, a Pair
of Season
Football
Tickets, and
a Golf
Course
Membership

II. Annual Review of Benchmark Position

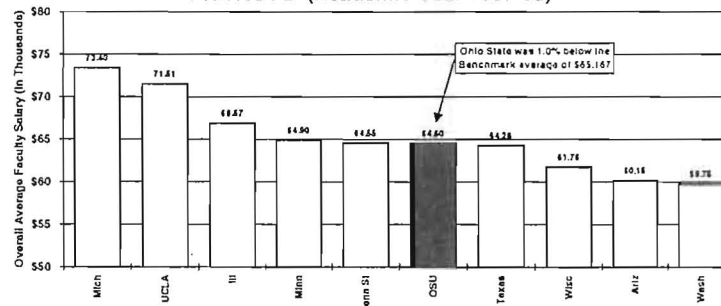
The Ohio State University
Comparative Faculty Salary Analysis
Benchmark Universities
(Overall Average Salaries, In Thousands)

FACULTY

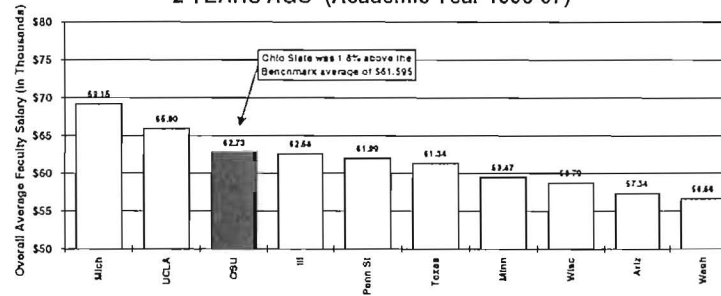
CURRENT (Academic Year 1998-99)



PREVIOUS (Academic Year 1997-98)

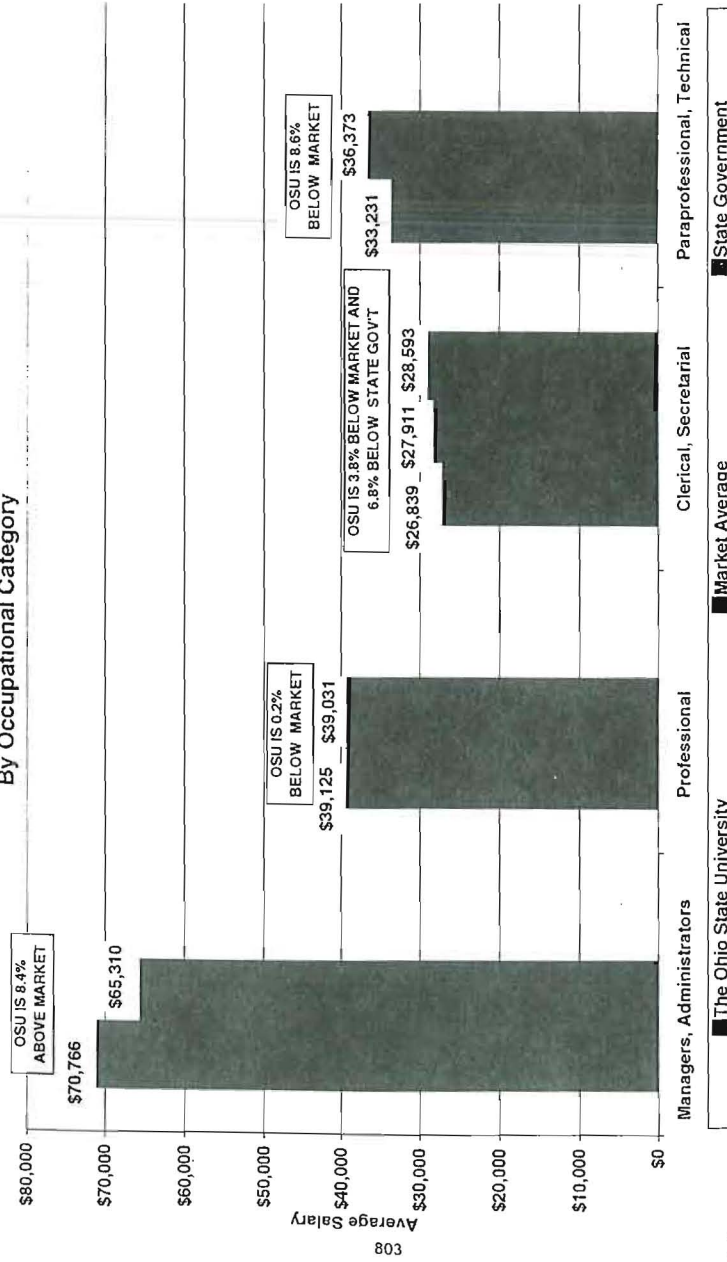


2 YEARS AGO (Academic Year 1996-97)



The Ohio State University
1998-99 Staff Comparative Salary Analysis
Positions Matched to Market
Adjusted for Benefits ("Total Compensation")
By Occupational Category

STAFF
(WITH BENEFITS)



Notes:

Ohio State: Average of positions matched to market; Excludes bargaining unit members, Hospitals, term and temporary employees.

Market Average: Composite of salaries of local/regional employers for positions matched to market.

State Government: Average of positions matched to market.

Office of Human Resources
 Management Information Analysis and Reporting

III. Projections for FY 2000 (Competing Employers)

Competitive Salary Markets Outlook for FY 2000

National – All employer groups 3.8% to 4.4%

Ohio – All employer groups 3.6% to 4.0%

National – Higher Education
& Non-Profits 3.7% to 3.9%

State Government of Ohio 3.0%

IV. Summary Points

Summary Points

- Colleges and vice presidential units have done a good job with the distribution of salary funds, differentiating for performance, market, and equity; there are no entitlements.
- Fee increases and their effect on salary increases are now being reported annually.
- The average faculty salary is 1.9% below the average of our national benchmark institutions, and sixth out of ten in ranking (down from third).
- Staff competitiveness varies by occupational category; managers fare better than non-managers; office clerical and technical positions average 4% to 10% below market; those averages mask some key issues – for example, some “hot market” information technology positions are 25% or more below current market.
- Projections for the coming year, from competitive employers, currently approximate 4%.